

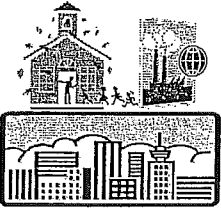



Different Interventions for Different Levels of Racism

	Level	Description	Strategic Intervention Options
M I C R O	Individual/ Internalized Racism 	Racism <i>within</i> <u>individuals</u> . • Racist personal attitudes, private thoughts, internalized privilege and oppression.	• attitudinal change, personal enlightenment/awareness • overcoming internalized oppression, counseling and support groups
L E V E L	Interpersonal Racism 	Racism <i>between</i> <u>individuals</u> . • Racial prejudice, bigotry and bias.	• diversity trainings and prejudice reduction • race relations and tolerance workshops • cultural awareness / multi-cultural activities
M A C R O	Institutional Racism 	Racism <i>within and between</i> <u>institutions</u> . • Racially disparate outcomes, discriminatory treatment and unequal opportunities produced and perpetuated by powerful institutions.	• power analysis/ target research • issue campaigns / direct actions • demand institutional accountability and policy change • highlight injustices and equitable values
L E V E L	CULTURE Structural Racism  HISTORY	Racism <i>underneath and across</i> <u>society</u> . • Racist history, culture, compounded and chronic systemic inequality, etc.	• expose historical roots and cultural bias, focus on systemic inequalities/change • intersectional analysis (race, class, gender) • social justice movement-building

Different Levels of Racism

Micro Level

- **Individual/Internalized Racism**—personal and private attitudes and beliefs about race influenced by the dominant culture. Manifestations include: race-based xenophobia (based on fear and ignorance of people unlike yourself), internalized oppression (acceptance of negative stereotypes and deflated images about yourself and those in your racial group), and internalized white privilege (a well developed sense of entitlement; or acceptance of inflated or superior images of yourself and those in your racial group).
- **Interpersonal Racism**—public expressions of racial prejudice, hate, bias and bigotry between individuals. Once private beliefs come into interaction with others, the racism is now in the interpersonal realm.

Macro level

- **Institutional Racism**—unequal impacts and outcomes based on race, produced by key societal institutions such as the health care and housing systems, and education and employment systems. These institutions are racist when the impact of their policies, practices and power is to advantage and disadvantage whole groups of people along racial lines. When an individual acts within the context of an institution, and help to perpetuate these racial inequities, these actions are no longer just interpersonal actions, but rather institutional actions. (Thus, when a police officer treats a member of the public with racial bias—such as giving white people the benefit of the doubt while presuming people of color are guilty— this action is institutional racism since the police officer is acting as a representative of a law enforcement institution.) Unequal impacts based on race are the measure of institutional racism, regardless of whether or not the disproportionate and discriminatory effects are intentional. Institutional racism is not just carried out by white people but also by people of color acting in institutional capacities, "just doing their jobs" and implementing decisions that have a negative effect on people of color.
- **Structural Racism** in the U.S. is the normalization and legitimization of an array of dynamics—historical, cultural, institutional and interpersonal—that routinely advantage whites while producing cumulative and chronic adverse outcomes for people of color. Structural racism encompasses the entire system of white domination, diffused and infused in all aspects of society, including its history, culture, politics, economics and entire social fabric. Structural racism is more difficult to locate in a particular institution because it involves the reinforcing effects of multiple institutions and cultural norms, past and present, continually reproducing old, and producing new forms of racism. Structural racism is the most profound and pervasive form of racism—all other forms of racism emerge from structural racism.