

### Internalized Racism : Within individuals

Personal beliefs and biases about race and racism that reside inside our minds. Societal messages that produce and perpetuate internal privilege and oppression

Examples: Prejudice towards others of a different race; internalized oppression—the negative beliefs about oneself by people of color; internalized privilege—beliefs about superiority or entitlement by white people.

### Interpersonal Racism: Between individuals.

Occurs when personal racial beliefs affect interactions with others. Personal beliefs affect interactions with others.

Examples: public expressions of racial prejudice, hate, bias and bigotry between individuals.

### Institutional Racism: Within institutions

Policies and procedures that produce racially inequitable outcomes. Systems of power that routinely produce racially inequitable outcomes for people of color and advantages for white people. Individuals within institutions take on the power of the institution when they reinforce racial inequities. Includes unfair policies and practices, and inequitable opportunities and impacts and discriminatory treatment.

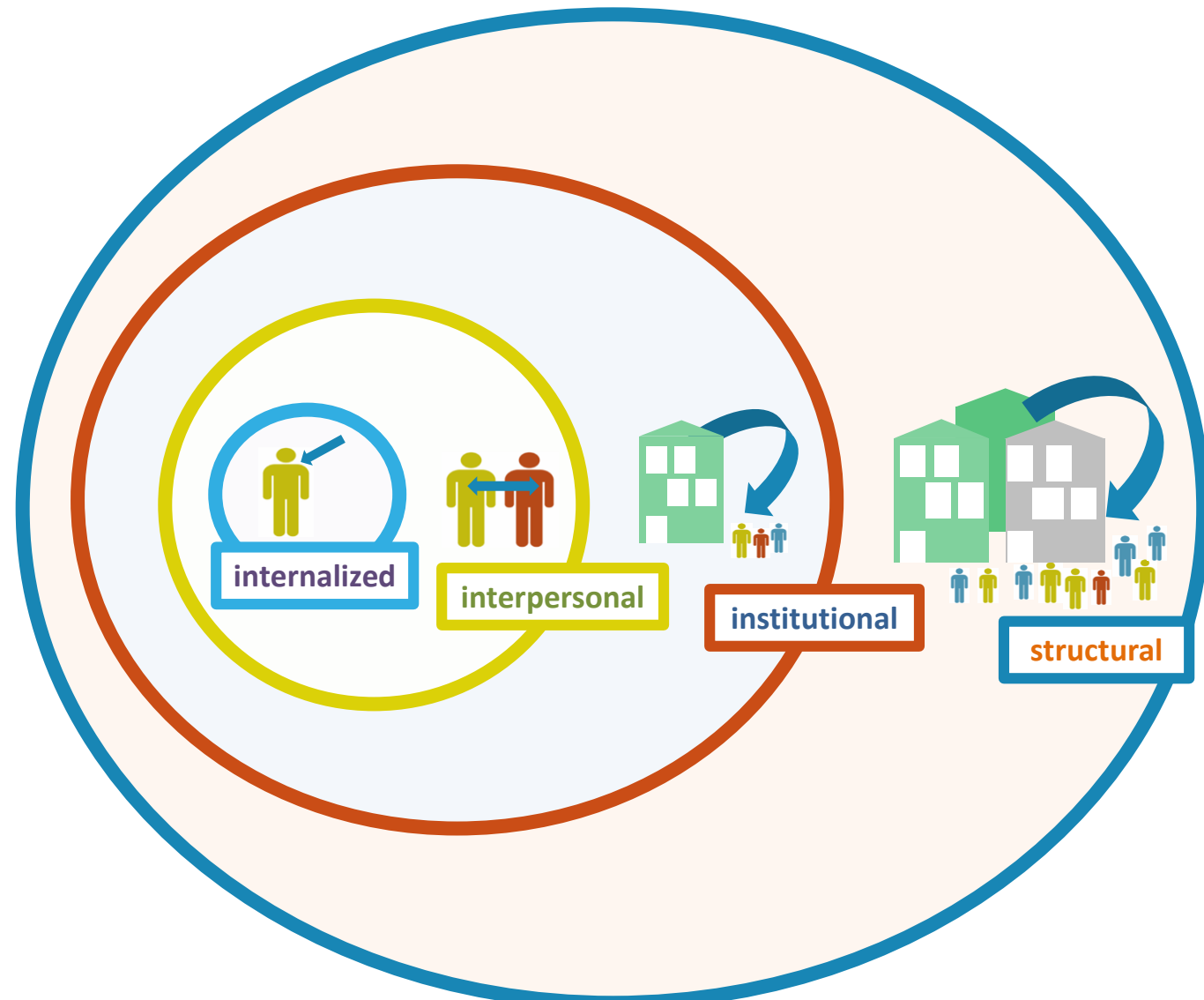
Example: A school system that concentrates people of color in the most overcrowded, under-funded schools with the least qualified teachers resulting in higher dropout rates and disciplinary rates compared to white students.

### Structural Racism: Among institutions and across society.

Cumulative and compounded effects of bias among institutions and across society. The cumulative and compounded effects of an array of factors including the history, culture, ideology and interactions of institutions and policies that systematically privilege white people and disadvantage people of color.

Example: Cultural depictions of people of color as criminals in mainstream media, which can influence how various institutions and individuals treat people of color with suspicion when they are shopping, traveling, or seeking housing and employment—all of which can result in discriminatory treatment and unequal outcomes.

# Four dimensions of the current race-based system of advantage



Adapted from: *Racial Justice Leadership*, by Terry Keleher, Applied Research Center