

RACIAL EQUITY & LIBERATION

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Prework LEVELS OF RACISM

week 5

MICRO LEVELS OF RACISM

Interpersonal Racism

Interpersonal Racism occurs between individuals. Once we bring our private beliefs into our interactions with others, racism is now in the interpersonal realm.

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

Internalized Racism

Internalized Racism lies within individuals and groups. It is behaviors, attitudes, and messages that people have internalized about themselves, about their racial group and about other groups based upon dominant culture socialization.

Examples: xenophobia, ethnocentrism, internalized privilege and internalized inadequacy.

MACRO LEVELS OF RACISM

Institutional Racism

Institutional Racism occurs within institutions. It is discriminatory treatment, unfair policies and practices, and inequitable opportunities and impacts, based on race.

Examples: A school system that concentrates people of color in the most overcrowded, under-funded schools with the least qualified educators.

Structural Racism

Structural Racism is racial bias across institutions and society. It's the cumulative and compounded effects of a variety of factors that systematically privilege white people and disadvantage people of color.

Examples: The racial wealth divide (where white people have many times the wealth of people of color) results from generations of discrimination, is the result of many generations of genocide, displacement, violence, forced and exploited labor, and discriminatory and exclusionary policies and practices.

THE MICRO LEVEL

describes the issues that focus the personal or individual perspective. These issues are influenced and reinforced by the dominant ideology on a consistent basis.

THE MACRO LEVEL

refers to oppression and discrimination that happens in the larger society. It describes the relationship between individuals or groups, and social institutions, systems and structures. Social institutions may include the media, organized religion, the government or educational systems.



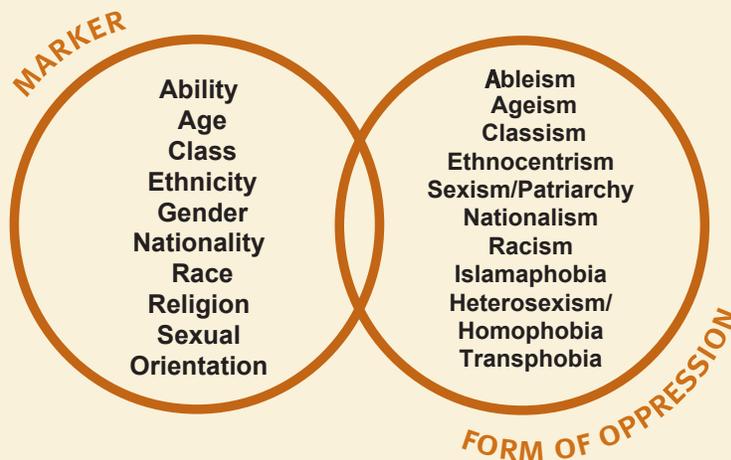
Artwork: True Colors Murals Project "From Incarceration to Liberation"

MARKERS OF DIFFERENCE

A marker of difference is a defining, sometimes evident, characteristic or attribute that distinguishes groups or individuals from one another in society. The meaning and value of these markers are shaped and informed by society. Race, class, gender, sexuality, ethnicity, age, religion and ability are markers of difference. All individuals and groups are marked in multiple ways, some of which are immediately apparent and some that are not.

MARKERS OF DIFFERENCE VS. FORMS OF OPPRESSION

Race, class, gender, ethnicity, sexuality and other markers of difference are not inherently oppressive or forms of oppression. Forms of oppression and discrimination are racism, classism, heterosexism, ethnocentrism, ableism, Islamophobia, or ageism. They are systematic and violent acts of maintaining hierarchies and privilege in society. For example, simply being Latina in society is not inherently oppressive or bad. As a woman of color, she may find strength and power in her race and gender. The issue is being Latina in a sexist and racist society that privileges a particular race, gender or sexual orientation (i.e., white, male and hetero-sexual).



This week's practice: LEVELS OF RACISM

Read "**Levels of Racism: A Theoretic Framework and A Gardener's Tale**" by Camara Jones, MD, MPH, PhD.
(Article appears at the end of this document.)

Reflections:

- How do you experience the levels manifesting in your personal life?
In your community? In your work?
- What impacts are you noticing and/or experiencing?
- What practices sustain you?

WHAT IS INTERSECTIONALITY?

Intersectionality refers to the ways race, class, gender, ethnicity, sexual orientation, ability, status and other markers of differences intersect to inform individual realities and lived experiences.

Intersectionality recognizes that individuals and groups are shaped by multiple and intersecting identities. These identities often inform an individual's world view, perspective and relationship to others in society.

HISTORY OF INTERSECTIONALITY

Intersectionality gained visibility in the late 1980s and early 90s when feminists and women of color began to use the term to articulate their experiences in society and within movements for social change and equality. They argued that systems of race, class, gender, ethnicity, and other markers of difference were intersecting and interlocking. These markers often interact with institutions and structures in society to limit access to resources and information to privilege some groups over others, and to maintain power. One of the earliest articulations of the intersectional framework is outlined in the groundbreaking article *Mapping the Margins: Intersectionality, Identity Politics and Violence Against Women of Color* by noted legal scholar Kimberle Crenshaw.