

The 4 I's of Oppression & Change



**Ideological
Cultural**



the racist* beliefs and values of our culture, reproduced by the media, schools, and institutions that determine our daily realities



Institutional



the racist* policies and practices of the institutions and organizations that determine our day to day realities



Interpersonal



acting out our racist* beliefs and attitudes on others—the impact of which harms people of color



Internal



our internal racist* beliefs and implicit biases, including intern... superiority and inferiority

*includes both intentional and unintentional forms of racism