

Multiple Levels of Racism

	Individual / Inter-Group	Institutional	Structural
Definition	The bigotry, bias, prejudice and exclusion an individual exhibits or experiences based on race.	Racism embedded in “neutral” institutions, resulting in policies and practices that have disparate impact by race.	The ways in which public policies, institutional practices, cultural representations (stereotypes and norms) interact to maintain racial hierarchies and inequitable racial group outcomes.
Focus of Analysis	Personal injustice; individual attitudes, assumptions, feelings, and behaviors	The site (institution or organization) of injustice or oppression.	Linkages across public policies, institutional practices that reinforce inequalities, as well as the historically-rooted beliefs, frames and assumptions relating to race in the surrounding culture.
Assumptions about Causes	Prejudice, bias, group stereotypes, socialization, fear, anger, etc.	“Legitimate” decision-making and standard operating procedures of public and private institutions that, through seemingly race-neutral, continually generate racially biased outcomes.	Racial hierarchy embedded in “equalizing institutions”; racist synergies across institutional boundaries; racialized societal norms that have remained unexamined and unchallenged over our history; “progress and retrenchment” cycle in social equality reforms.

	Individual / Inter-Group	Institutional	Structural
Theory of Change	Individual change through introspection, awareness and education; a critical mass of transformed individuals.	Change institutional norms, values and practices through individual awareness and political action.	Develop capacity to change policy, practice and representations; coalition building and collective action.
Intended Outcomes	Individuals will use new awareness within personal and professional spheres; appreciation for group differences, improved communication and better cooperation.	Institutional accountability; a level playing field and greater opportunity within an institution.	Racial equity on important community outcomes.
Example: Youth Violence in School	Focus on changing behaviors of individual actors.	Focus on the school and school system regarding policies and practices related to violence and tolerance of violence.	Focus on uncovering root causes of violence, such as toxic masculinity, lack of resources, and access to weaponry. Highlight linkages across education, juvenile justice, public housing, news media, and other systems.

Source: (modified table from) Ilana Shapiro. 2002. *Training for Racial Equity and Inclusion: A Guide to Selected Programs*. Washington, DC: The Aspen Institute, (p. 103).