

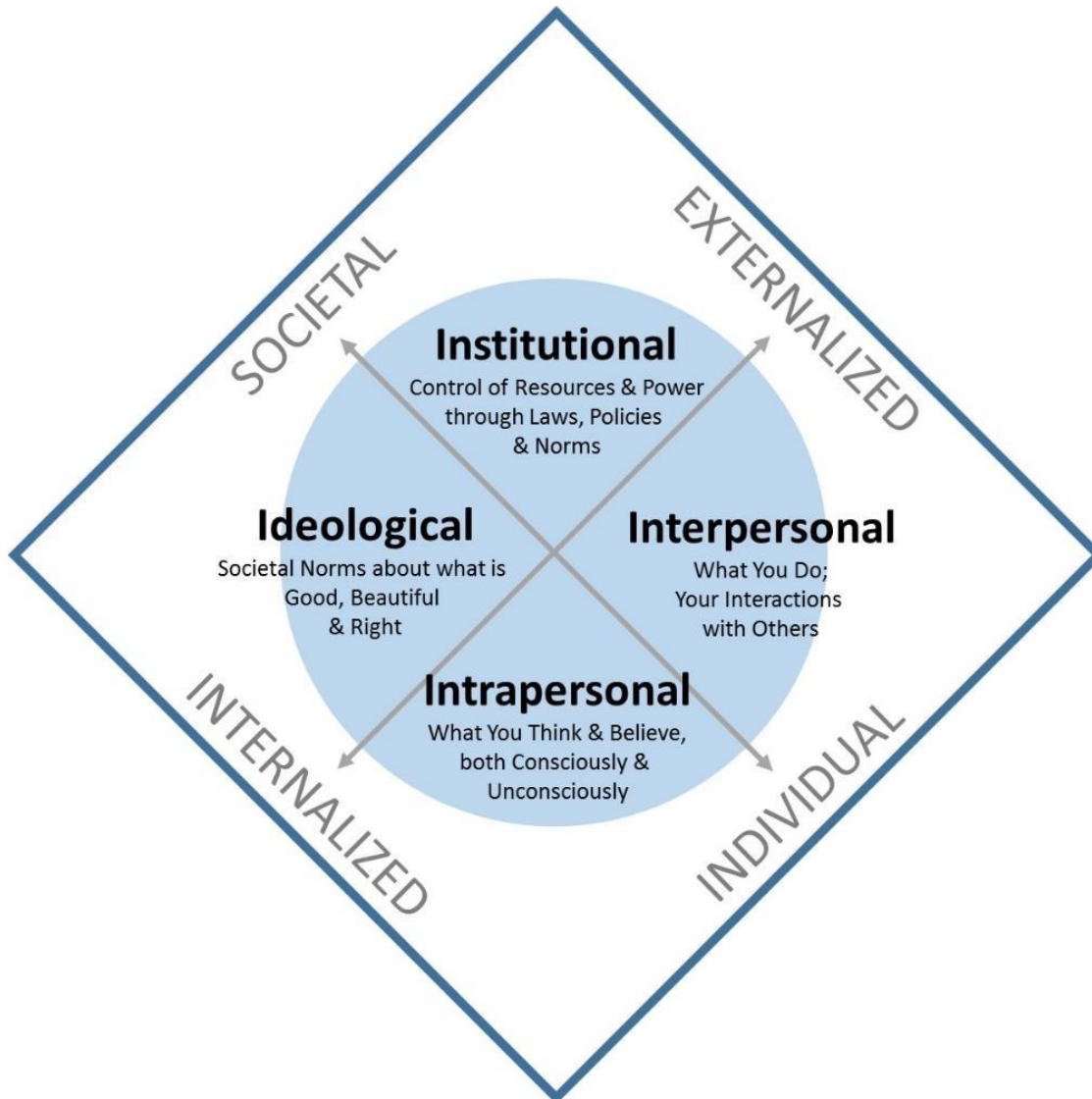
The 4 I's: A Tool for Thinking about the System of Racism

Interpersonal Racism: An Individual's Actions

This includes things people do and say. This is what most people think of when they think of racism.

Intrapersonal Racism: An Individual's Thoughts & Beliefs

Thoughts and beliefs underlie and give rise to interpersonal racism and tacit support for other forms of racism.



Ideological Racism: Societal Ideas & Norms

Ideas we hold as a society, and which people living in that society absorb unconsciously. Societal norms are hard to identify because we perceive them as established truth.

Institutional Racism: Society's Actions

Systems which produce and maintain race-based disparities in wealth and other forms of opportunity, and disparities in rates of incarceration and other forms of disadvantage. Because these are rooted in policy, there appears to be no actor; no intentionality. It is easy for people to distance themselves from societal actions, and to feel there is no solution.