

# Racism

A system of power and oppression that structures opportunities and assigns values based on race, unfairly disadvantaging people of color while unfairly advantaging white people.

## Internalized Racism



Lies within individuals. These are private beliefs and biases about race that reside inside our minds.

(Adapted from City of Boston/Race Forward)

## Interpersonal Racism



Occurs between individuals. Once we bring our private beliefs about race into our interactions with others, we are now in the interpersonal realm.

(Adapted from City of Boston/Race Forward)

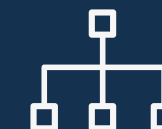
## Institutional Racism



Occurs within institutions (e.g., government, education, economy, justice system etc.). It involves the discriminatory treatment, unfair policies and practices, and inequitable opportunities and impacts, based on race.

(Adapted from City of Boston/Race Forward)

## Systemic Racism



Racial bias across institutions and society. It's the cumulative and compounded effects of an array of factors that systematically privilege white people and disadvantage people of color.

(Adapted from City of Boston/Race Forward)