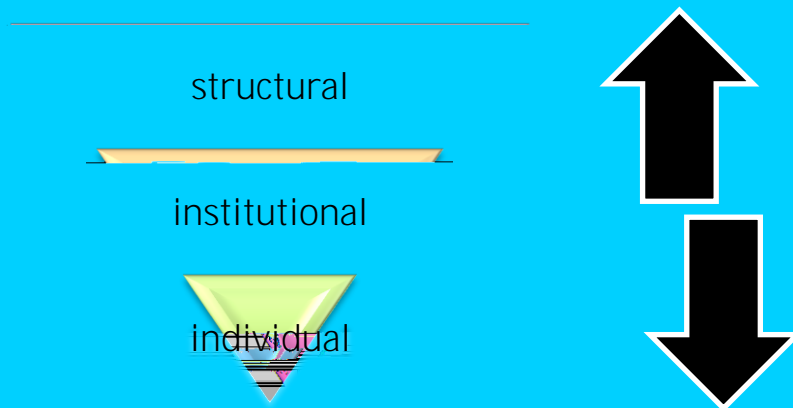




## TYPES OF RACIAL INEQUITY

Racism is often thought of as individual acts of bias. While discrimination is still very much a reality, focusing on individual acts of racism can obscure the realities that create and maintain racial inequity more broadly. Below are the definitions of three types of racial inequity. To fully address the impacts of racism it is important to address all aspects of racial inequity. To date much of the emphasis of racial equity work has focused on individuals, the Race and Social Justice Initiative is an effort to shift that focus to institutional and structural forms of racism.



**Structural** The interplay of policies, practices and programs of differing institutions which leads to adverse outcomes and conditions for communities of color compared to white communities that occurs within the context of racialized historical and cultural conditions.

**Institutional** Policies, practice, and procedures that work to the benefit of white people and the detriment of people of color, usually unintentionally or inadvertently.

**Individual /Interpersonal** Pre-judgment, bias, stereotypes or generalizations about an individual or group based on race. The impacts of racism on individuals white people and people of color (internalized privilege and oppression). Individual racism can result in illegal discrimination.