

## Different Strategies for Challenging Different Levels of Racism

	Level of Racism	Strategies for Challenging Racism and Creating Change
I N D I V I D U A L  L E V E L	Internalized racism (beliefs within individuals)	<ul style="list-style-type: none"> <li>• Mentoring</li> <li>• Support groups, mono-racial caucuses</li> <li>• “Racial healing” programs</li> <li>• Counseling</li> <li>•</li> </ul>
	Interpersonal racism (bigotry between individuals)	<ul style="list-style-type: none"> <li>• Diversity trainings-prejudice reduction and cultural competency</li> <li>• Cross-racial/inter-ethnic dialogues</li> <li>• Multi-cultural dinners and community events</li> <li>•</li> </ul>
S Y S T E M I C  L E V E L	Institutional racism (bias within institutions and systems of power)	<ul style="list-style-type: none"> <li>• Changing policy (laws, ordinances, constitutional amendments, etc.)</li> <li>• Challenging discriminatory and exclusionary practices</li> <li>• Demanding inclusive power, decision making, resource sharing</li> <li>• Creating new equitable institutions and practices</li> <li>•</li> </ul>
	Structural racism (compounded and cumulative inequities among institutions and across society)	<ul style="list-style-type: none"> <li>• Highlighting history, root causes, cumulative impacts</li> <li>• Challenging common stereotypes, biases cultural/media images</li> <li>• Exposing racist ideology and myths; explaining racial justice</li> <li>• Advancing race conscious remedies for racial inequities</li> <li>• Promoting values of equity, inclusion, access and dignity for all</li> </ul>

Source: *Racial Justice Leadership*, by Terry Keleher, Applied Research Center (Now Race Forward)  
(Revised 3/08)

