

## Mapping Layers of Racism and Racial Advantage at School

Describe three ways racism operates in your school, office, or institution, or impacts the people in your community, for each of the layers of racism listed and described below.

LAYER OF RACISM	HOW IT OPERATES IN YOUR SCHOOL	HOW THEY CREATE ADVANTAGE FOR WHITE STUDENTS
<p><b>Socio-historical racism</b> The way we're socialized to make meaning of race—ascription of inferiority, for example—is so deeply embedded in people's psyches and normalized that it's implicitly considered by many people to be the truth.</p>	<ol style="list-style-type: none"> <li>1.</li> <li>2.</li> <li>3.</li> </ol>	
<p><b>Ideological racism</b> Racist worldviews and belief systems, such as <i>deficit ideology</i>, that inform how we interpret everything, including achievement data, student behavior, institutional policies and practices, and parent engagement.</p>	<ol style="list-style-type: none"> <li>1.</li> <li>2.</li> <li>3.</li> </ol>	
<p><b>Individual racism</b> Ideological racism informing interpersonal interactions, as in when somebody commits a racist "action" against somebody else. Racism is in the impact, which may or may not be intentional.</p>	<ol style="list-style-type: none"> <li>1.</li> <li>2.</li> <li>3.</li> </ol>	
<p><b>Institutional racism</b> The accumulative impact of racist policies, practices, institutional cultures, and ideologies within a particular institution or organization. The impact targets or harms People of Color while advantaging white people.</p>	<ol style="list-style-type: none"> <li>1.</li> <li>2.</li> <li>3.</li> </ol>	



*Learning to be a threat to inequity in my spheres of influence.*

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<p><b>Cultural racism</b> Constant societal messaging supporting white supremacy by sources that control the means of perception, such as broadcast media and school textbooks, feeding a sense of white exceptionalism.</p>	<p>1. 2. 3.</p>	
<p><b>Structural racism</b> The full network and implications of patterns of racial advantage and disadvantage built into all systems and structures in society. These include, but aren't limited to, the education, criminal justice, legal, judicial, and employment systems.</p>	<p>1. 2. 3.</p>	