

# A Social-Ecological Model of Racism & Anti-Racism

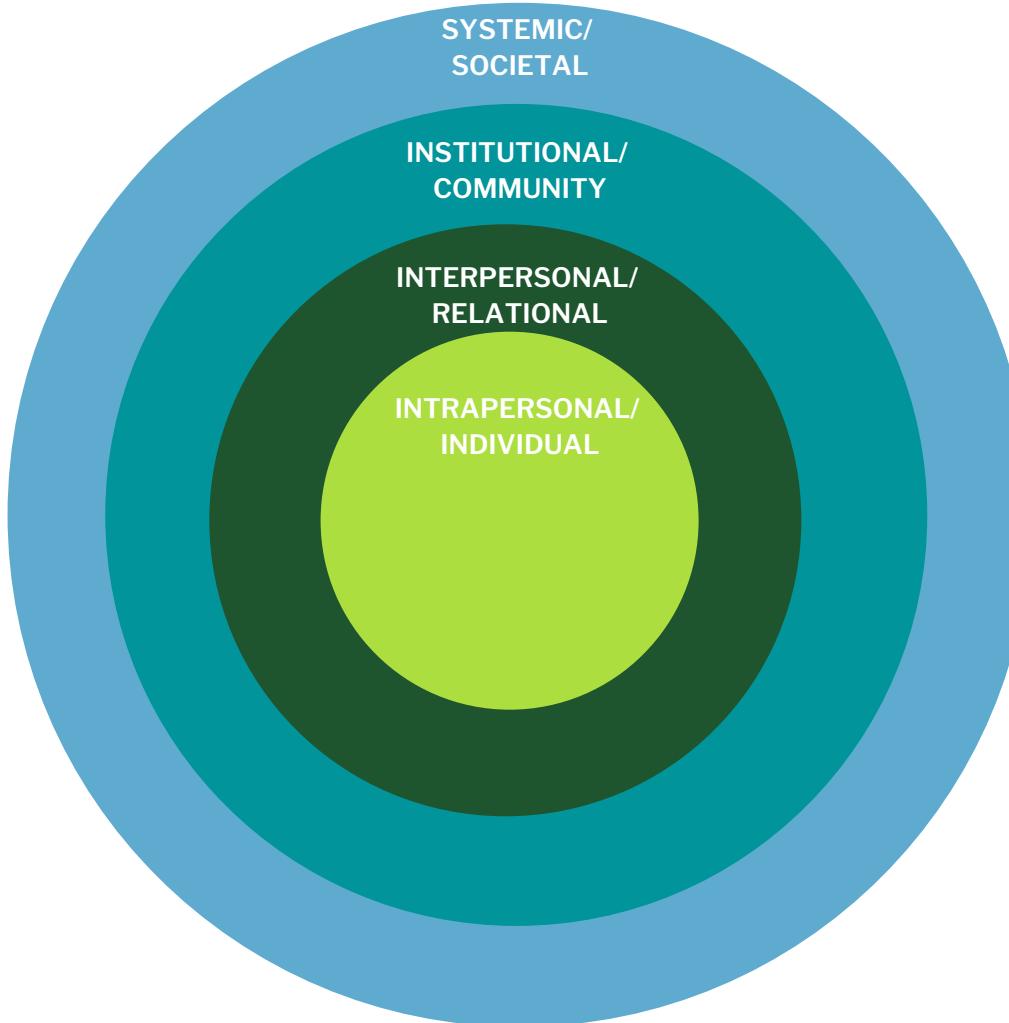
Framing racism and anti-racism within a social ecological model promotes an understanding of the multifaceted, overlapping, and interactive factors that contribute to and maintain racial inequities, as well as strategies that can be employed across multiple levels in order to eliminate racism, address its multiple impacts, and achieve a more just society.

## RACISM

A complex system of beliefs, attitudes, behaviors, practices, policies, and laws borne out of the ideology of white supremacy—that is, the internalized belief of White people's presumed superiority and entitled power over people of other races and ethnicities. Racism presumes a hierarchy of human value and regards "whiteness" as the standard against which other races and ethnicities should be compared.

## ANTI-RACISM

An active process of identifying and challenging racism and redistributing power in an equitable manner, by changing policies and practices within systems and organizations, as well as individual beliefs, attitudes, and behaviors.



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## SYSTEMIC/ SOCIETAL RACISM

Historical and current macro-level ideology, values, laws, policies, & practices that create and sustain differential access to power, privilege, opportunity, and resources within and across systems and that result in inequitable outcomes such as:

- Public policies that have systematically removed Native, Black, Latinx, and Asian peoples from their homes and communities
- Inadequate responses to and protections from environmental hazards and disasters for Native, Black, Latinx, and Asian communities
- Lower home values in Black neighborhoods than in White neighborhoods, resulting in a lower tax base for schools and other services
- Longer sentences for Black people than White people when convicted of similar crimes
- Less access to quality health care for Native, Black, Latinx, and Asian peoples

## INSTITUTIONAL/ COMMUNITY RACISM

Discriminatory policies, procedures, and practices in organizational and community contexts that create, result in, and sustain differential access to power, privilege, opportunity, & resources, such as:

- Rules that penalize Native, Black, Latinx, and Asian peoples based on their physical traits or cultural expressions
- Lack of availability or access to quality goods, services, and resources
- Adulteration bias—perceiving Native, Black, and Latinx children as less innocent and more accountable for their actions than their White peers
- Constant threat of harassment, danger, or assault

## INTERPERSONAL/ RELATIONAL RACISM

Verbal and non-verbal prejudiced and discriminatory interactions between individuals, such as:

- Stigmatization
- Social exclusion/ostracism
- "Micro"aggressions—intentional or unintentional environmental, behavioral, verbal, or racial indignities
- Racial profiling
- Police brutality

## INTRAPERSONAL/ INDIVIDUAL RACISM

Negative racialized ideas, feelings, and attitudes, such as:

- Personal racism—Stereotypical, prejudiced, or biased beliefs and feelings about other races and ethnicities
- Internalized racism—Acceptance of racist ideas, feelings, and attitudes about one's own group

## SYSTEMIC/ SOCIETAL ANTI-RACISM

Ideology, values, norms, laws, policies, & practices that create and sustain equitable access to power, privilege, opportunity, and resources within and across the functioning of systems and in their outcomes, characterized by:

- Valuing and protecting the fundamental humanity and rights of all people
- Acknowledgement of the racist roots of laws, policies, and systems that result in disparate outcomes—and specific, targeted efforts to redress and counteract them
- Commitment to directing resources and supports to those who have been harmed by racism
- Developing and implementing new strategies to achieve goals like public safety and child protection
- Leadership by and alongside individuals and communities who have been harmed

## INSTITUTIONAL/ COMMUNITY ANTI-RACISM

Recognizing and eliminating discriminatory policies, procedures, and practices in organizational and community contexts in order to create and sustain equitable access to power, privilege, opportunity, and resources, characterized by:

- Settings that are accessible, welcoming, and affirming to all
- Assessment of policies, procedures, and practices that lead to disparate outcomes
- Adoption of new policies, procedures, and practices to replace or counteract harmful ones and to repair harm done
- Swift responses to racist actions or display of bias

## INTERPERSONAL/ RELATIONAL ANTI-RACISM

Verbal & non-verbal interactions between individuals, characterized by:

- Appreciation for each person's unique identity, experiences, and perspectives
- Not making or acting on assumptions about a person based on perceived race, ethnicity, national origin, gender, sexuality, or disability
- Willingness to apologize and/or make reparations for harm caused

## INTRAPERSONAL/ INDIVIDUAL ANTI-RACISM

Personal reflection to counteract one's own racialized ideas, feelings, and attitudes, including:

- Understanding how one's own racial socialization and identity have shaped and been influenced by personal life experiences
- Examining the personal impact of living in a racist society