

Institutional Racism

In Individuals:
More powerful individuals have disproportionate effect (e.g. CEO) however very large numbers of less powerful individuals have a large effect too

Seeking to change & control prejudice

In Government

Unconscious racism stereotyping

Conscious racism stereotyping

Racist legislation seeking to promote & expand prejudice

Passive protection of racism in individuals & media

Race blind hiding or negative past racist policies; not seeking to address inequalities

Unrecognized racism

Peer group pressure & peer group response

Covert racist action & acceptance

Overt racist action

Racist legislation

Legal frameworks

Miscegenation laws

Institutional Racism (government body, social organization, non-profit, department healthcare corp, commercial company, charity, other quasi-government bodies)

Acceptance of overt, public, & individual racism

Acceptance of covert, unrecognized, & passive racism

Lack of policy or training to recognize overt, covert, or passive racism

Lack of sanction for overt, covert, or passive racism

Lack of means to report racism

Lack of investigation & hearing into allegations

Evidence of institutional racism even where not reported

Separate but equal

Physical segregation

Inequalities from difference of opportunity

Legal indifference to racism

Separate & unequal

Geographic separation

Enforced disparities

Legal promotion of racism

Racial cleansing to genocide

