

THE THREE LEVELS OF OPPRESSION

- ❖ Individual
 - At the individual level, people are socialized to accept stereotypes and internalize messages of inferiority and superiority about their own and others' social groups (Ortiz & Jani, 2010 as cited in Holley, Stromwall, & Bashor, 2012).
 - This socialization of the individual is fueled by and reflects the institutional and cultural dimensions of oppression (Derman-Sparks & Phillips, 1997).
- ❖ Institutional
 - Institutions serve as primary socializing forces in society (Sensoy & DiAngelo, 2012, p. 80).
 - Institutions produce, circulate and maintain the dominant's culture's norms, values, definitions, language, policies, and ideologies (Sensoy & DiAngelo, 2012, p. 80).
- ❖ Cultural/Societal
 - Our ideas, views and opinions are not objective and independent, but rather the result of myriad social messages and conditioning forces (Sensoy & DiAngelo, 2012).

OVERT OPPRESSION

- ❖ Individual (Blumenfeld et al, 2000; Derman-Sparks & Phillips, 1997).
 - Using racial/gay slurs
 - Painting a swastika on a Jewish temple
 - A lone employer who rejects all Black applicants
 - A landlord who refuses to rent an apartment to a single woman
- ❖ Institutional (Blumenfeld et al, 2000; Derman-Sparks & Phillips, 1997).
 - Policies that prohibit women and Blacks from voting
 - Jim Crow laws
 - Denial of benefits to same sex partners
 - Redlining
 - Restrictive covenants
- ❖ Cultural/Societal (Derman-Sparks & Phillips, 1997).
 - Books/ "scientific" articles attempting to prove the biological inferiority of people of color is a form of cultural oppression

COVERT OPPRESSION

- ❖ Individual
 - Individual-implicit bias
 - Microaggressions
 - Carrying out oppressive policies and practices due to a lack of awareness

- ❖ Institutional
 - Institutional-school tracking
 - IQ testing
 - Eurocentric curriculum
 - Disproportionality
- ❖ Cultural/Societal (see Sensoy & DiAngelo p. 82).
 - Cultural- sexism in corporate culture

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