

Lens of Systemic Oppression

Structural oppression is inequity *across institutions and society*. It's the cumulative and compounded effects of an array of factors that systematically privilege some groups (white people, men, able-bodied) and disadvantage others (BIPOC, women, LGBTQ+).

Interpersonal oppression occurs *between individuals*. It manifests as verbal or nonverbal communication and/or actions that harm, discriminate against, isolate and/or minimize the experience of **those with no historical/structural power**.

Institutional oppression occurs *within* institutions. It involves discriminatory treatment, unfair policies and practices, and inequitable opportunities and impacts.

Internalized oppression lies *within* individuals and is the acceptance and affirmation of a societal/dominant hierarchy. This manifests through one's conscious or subconscious thoughts and behaviors, and can be internalized as inferiority *and* superiority.

