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BUILDING A COMMUNITY OF CARE

19. The 3 I's of Racism

Module 3 – Exploring Human Rights, Equity, & Anti-Racism
(Intermediate)

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Learning Goal:

To understand the interpersonal, institutional, and ideological expressions of racism.

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Before we begin, think about the following ...



How would you define Racism?

Write down your definitions, examples, or jot notes to the above question.

Critical Thinking & Discussion



1. How difficult was it to come up with definitions, sketches or jot notes?



1. How difficult was it to come up with categories and labels?

2. Is Racism shown in one way, or many ways? Why?

3. Do you think racism is a simple idea, or complex one? Why?

TASK: 3 I's of Racism



Racism - functions in 3 distinct ways in our society (actions, organizations, and ideas):

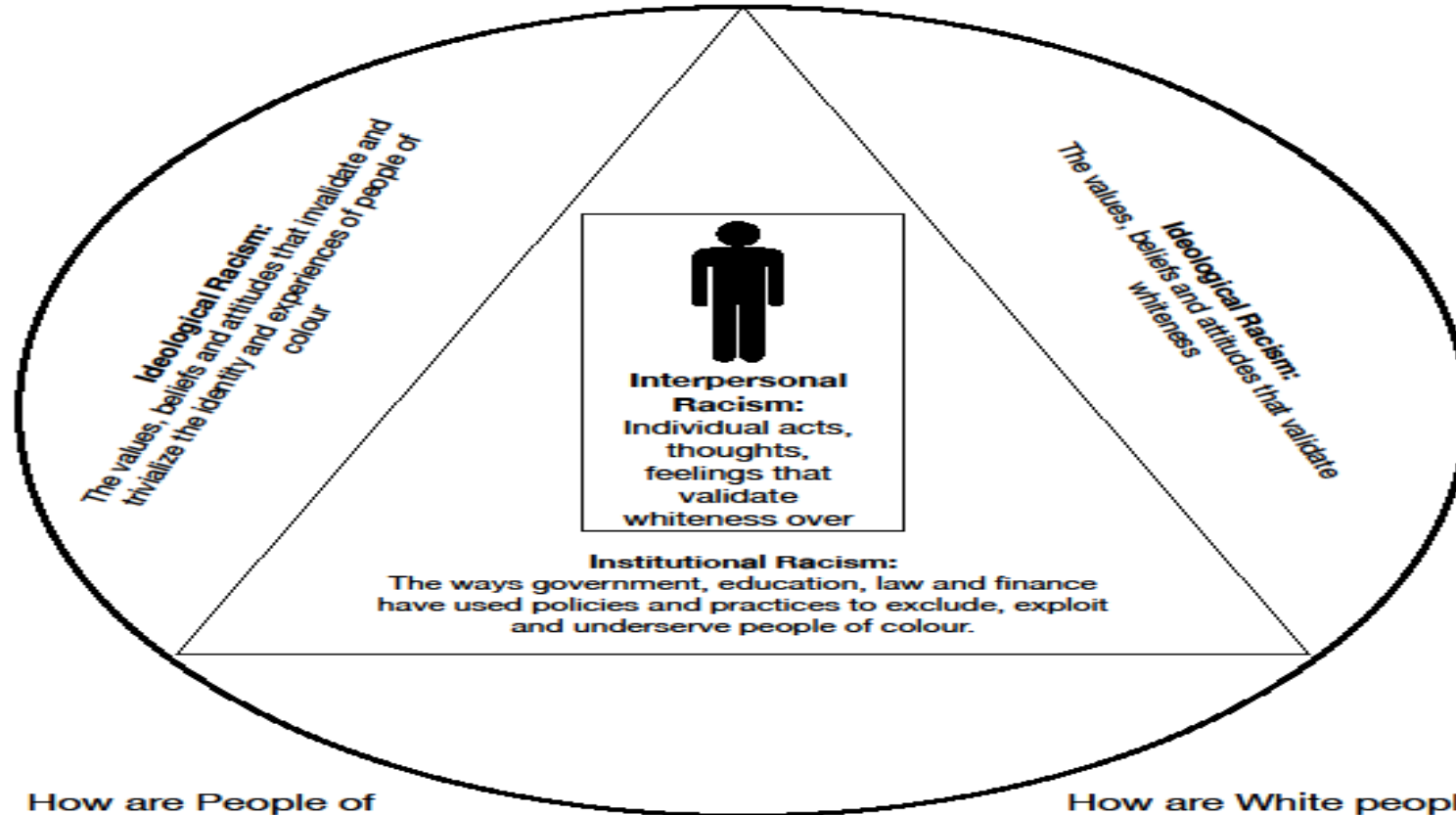
- **Interpersonally**: between people as actions against one another
- **Institutionally**: as part of how society is organized through laws, education and government
- **Ideologically**: in customs, beliefs, and values in society

3 I's of Racism - GRAPHIC



Name: _____ Date: _____

The 3 "I"s of Racism



How are People of Color:

- Excluded
- Underserved
- Invalidated
- Oppressed

How are White people:

- Included
- Served
- Validated
- Privilege

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3 I's of Racism – Note-Taking Chart



Racism			
	Interpersonal	Institutional	Ideological
What does this mean?			
What is the significance its placement on the graphic?			
What are some examples of this expression of racism?			

Summary Note:



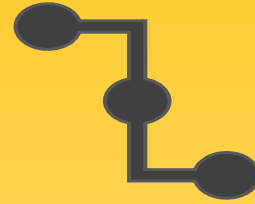
Guiding Questions:

- What do you think the person represents?
- Why is the person in the center of the graphic?
- What does the Square represent? What is significant about its placement on the graphic?
- What does the Triangle represent? What is significant about its placement on the graphic?
- What does the Circle represent? What is significant about its placement on the graphic?

Understanding the 3 Core Concepts of Racism



The 3 I's of Racism



Matching Examples Activity

Student Reflection...

The main idea I want to remember or take away from this lesson is...

I want to learn more about...

I am feeling...

