


# CYCLE OF PERSONAL CONDITIONING

We break the cycle by:



People...

taking responsibility for ourselves and for change in the system:

- \* becoming more aware of our roles in the perpetuation of exclusionary practices
- \* unlearning misinformation
- \* learning correct information
- \* consciously working toward change
- \* challenging policies and practice of inequality and exclusion
- \* taking stands: personally, interpersonally and at the organizational level

are born into:

- \* relative status
- \* membership within included and excluded groups
- \* history



are taught::

- \* interpretations of history
- \* explanations for injustice
- \* misinformation
- \* myths and stereotypes
- \* norms
- \* roles

by significant people in our lives:

- \* parents
- \* teachers
- \* brothers, sisters
- \* other relatives
- \* role models
- \* religious authorities
- \* political leaders
- \* reinforced by peers



reinforced and sanctioned by:

- \* culture, traditions, family
- \* institutions:
  - media
  - legal system
  - government
  - health care system
  - banks
  - economy



"act out" prescribed roles:

- \* internalized oppression
  - inaccurate/hurtful information we received from others about ourselves (our groups) which we believe (internalize); this affects our attitudes and feelings about ourselves and other groups, as well as our behaviors
- \* externalized oppression:
  - subordination, exploitation, and/or mistreatment of a person by action or organizational structure because of her/his membership in an "excluded" group
 (based on race, gender, culture, religion, payroll,

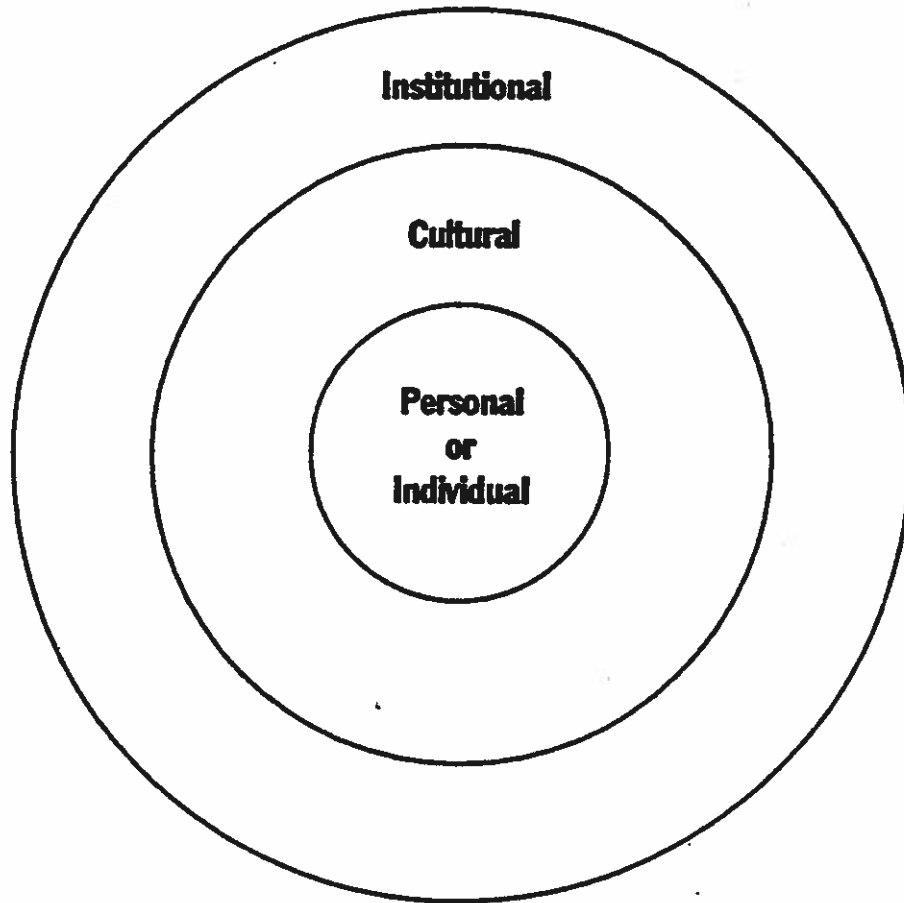


maintain the status quo:

- \* protecting and justifying privileges and inequalities
- \* justifying unjust treatment and unequal distribution of resources
- \* not making waves; and not questioning structures, norms, messages, ideologies, etc.
- \* being thankful for what one has, without consideration of the exclusion of others - "I deserve what I got - others can work hard too."

# Three Expressions of Racism

Peace Development Fund



## Personal or Individual

Attitudes  
Behaviors  
Socialization  
Interpersonal interactions  
Self-interest

### Examples:

All people are rewarded on merit.

White people are better.

Black men are dangerous.

## Cultural

Values, norms  
Language  
Standards of beauty  
Holidays  
Society's expectations  
Music  
Aesthetics  
Religious values

Merit is objective / neutral.

White is the standard of beauty.

Men of color portrayed as criminals in popular media.

## Institutional

Housing *immigration*  
Employment  
Education  
Media  
Health care  
Politics  
Government  
Court system  
*Police*

Racially biased testing used to determine merit.  
Diet, fashion, and beauty industries profit on racist images.  
Unequal sentencing for crimes based on race.