

The Four I's of Oppression

Ideological concepts shape how we move through the world and “normalizes” stereotypes.

Gender and Race are primary modes of socialization in the USA
Look at the intersections of the “isms” ex. racism, ableism, ageism etc.

Interpersonal how we interact with one another. Exclusion is a part of without a clear understanding of why.

Institutional how institutions reinforce & manifest their ideologies ex. how schools are funded based on the neighborhoods they serve.

Internalized unconsciously believing the stereotypes ex. light skin is “better”. Look at how stereotypes are represented in media, textbooks, ease of navigating systems, etc.

Micro-aggressions some may seem like a complement, but underneath reflects the ideology/stereotype

Dominant narrative identifies the “societal norm”. If you don’t “fit” the norm, you are an “other”.

Reflections:

1. Take time to look at what stereotypes run behind the scenes in your brain?

Ex, gender: What’s a “real girl” or a “real boy”, social-economic, age, race, etc.

2. How have you experienced being treated differently because of an aspect of who you are? ex. age, gender, body type, education, etc.

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Resources

Videos:

- [The Four I's of Oppression by Luna Malbroux](#)
- [Valarie Kaur: Revolutionary Love](#)
- [Implicit Bias: Peanut butter and Jelly Racism](#)

Quiz:

- [Project Implicit](#)

Books:

- *My Grandmother's Hands: Racialized Trauma and the Pathway to Mending Our Hearts and Bodies* by Resmaa Menakem
- *See No Stranger: A Memoir and Manifesto of Revolutionary Love* by Valarie Kaur

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