

*Celestial
Alegría*



**4 I's of Oppression
Wednesday, October 9:30-10:15am
Agenda**

9:15 (5) Introduction

9:20 (10) Definitions- Power, Privilege & Oppression

9:30 (5) Individual Reflection

9:35 (5) Definitions- Race, Racism

9:40 (5) Individual Reflection

9:45 (10) 4 I's of Oppression

9:55 (10) Q & A

10:05 (5) Closing

10:15 End

Racial Equity Definitions

Power¹ ability to act or produce an effect.

Power Over² -possession of control, authority, or influence over others

Privilege³ - a right or immunity granted as a particular benefit, advantage or favor.

Oppression - unjust or cruel exercise of authority or power⁴, where the exercise of power causes dehumanization that creates division between people and does not allow for people to experience the fullness of freedom or dignity.⁵

Reflection Questions

Power

- What do you think of when you hear the word power?
- How is your reaction to the word “power” similar or different to the definition of power over?
- Do you have an experience with power over? If yes, what happened and how did this affect you?

Privilege

- What is your reaction to the definition of privilege?
- What kinds of privileges do you have in your life?

Oppression

- What is your reaction to the definition of oppression?
- What kinds of oppression have you experienced or are you seeing your community face right now?

Concluding Reflection

- How do you see power, privilege and oppression showing up in the library you work for?

¹ One of the direct definitions of power from the Merriam Webster Dictionary

² One of the direct definitions of power from the Merriam Webster Dictionary

³ Direct definition from the Merriam Webster Dictionary

⁴ Direct definition from the Merriam Webster Dictionary

⁵ Informed by Paulo Friere “Pedagogy of the Oppressed”

Racial Equity Definitions

Race⁶ - a false classification of people based on their ethnicity, skin color and culture and how those characteristics are in proximity to what is considered White. This was created by Europeans, specifically the Spanish, during the height of Colonialism to reinforce power and privilege of White people over all other people.

Racism⁷ - is a belief system from racial prejudice and power over.

Reflection Questions

Race

- What is your reaction to the definition of race?
- What is something you are learning from this definition of race?
- What is something you are curious about from the examples of how race was defined?

Racism

- What is similar or different from your understanding of racism to the definition presented today?
- How do you see the definition of racism impacting you, your family or community?
- How do you see this definition of racism playing out in your work at the library?

⁶ Informed by The People's Institute for Survival and Beyond training on "Undoing Racism"

⁷ Informed by The People's Institute for Survival and Beyond training on "Undoing Racism"

4 I's of Oppression

1. **Ideological** - the belief or set of beliefs that are used to create a system of inequity where people with particular identities have power and others have less or none at all.
2. **Institutional** - an organization or system of organizations that reinforce or maintain an ideology or set of ideologies.
3. **Interpersonal** - interactions between two or more people that reinforces or maintains an ideology or set of ideologies.
4. **Internalized** - how an ideology or set of ideologies informs our worldview and beliefs, which ultimately affects our relationship with our self and all other people.

Personal Activity

Start with the I that draws your attention and then answer the other sections. Take time to reflect and answer the following questions related to yourself and your library. The importance of this exercise is to see how all 4 I's are interacting when discussing oppression.

Ideology

- What beliefs do you have about race and racism?
- Who taught these beliefs to you?
- Where do you see them now?

Institutions

- How are you racially perceived by institutions (workplace, schools, hospital, police, government, etc.)?
- How are you treated by institutions based on how you are racially perceived?
- What policies or tenants are core to your library that may be impacted by race and racism ideology?

Interpersonal

- How do your beliefs about race and racism impact your relationship with others?
- How do these beliefs impact your interactions with patrons and/or fellow staff?
- Share about a time where a belief about race/racism was reinforced by a personal experience.

Internalized

- How do your beliefs about race and racism affect your relationship with yourself?