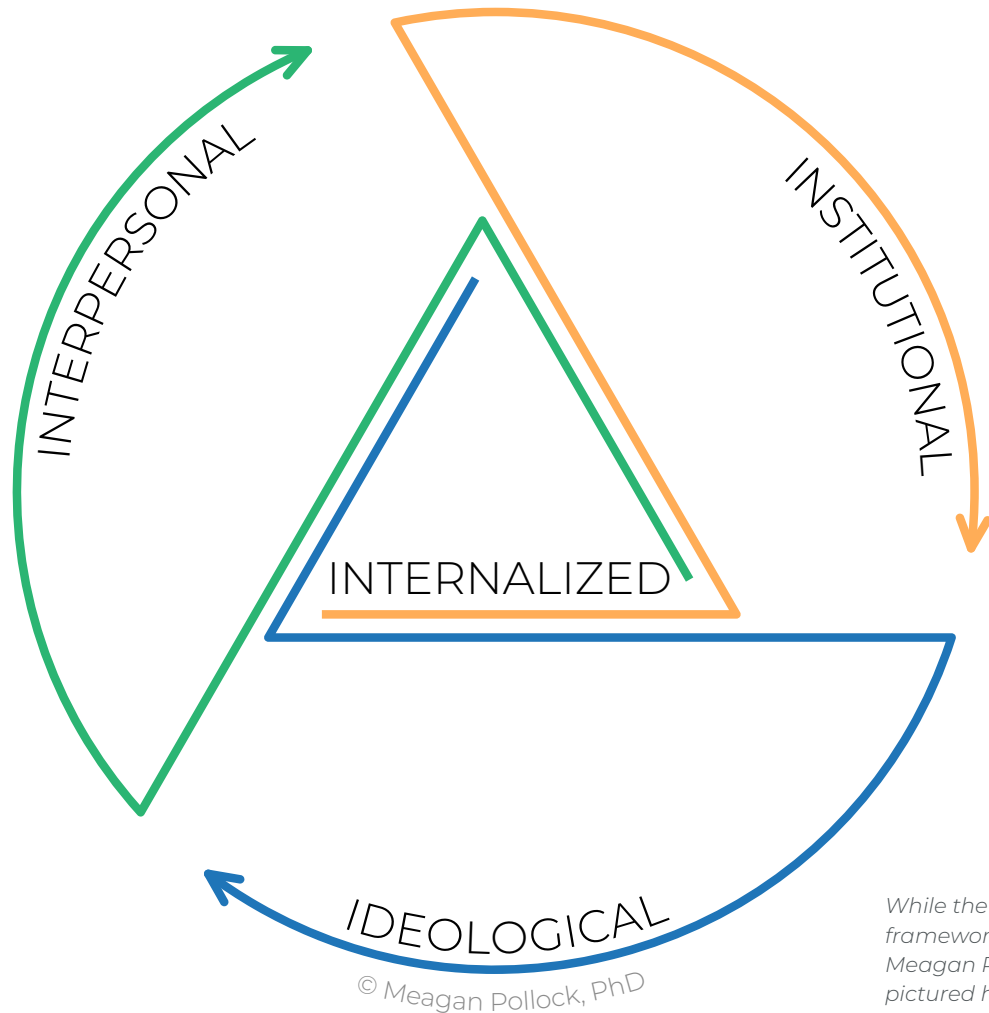


# 4-I'S OF OPPRESSION



*While the 4-I language and framework is NOT original to Meagan Pollock, the model pictured here is credited to her.*

## IDEOLOGICAL

Ideological is the foundation of the four I's. It is the idea that one group is superior to another. Ideologies create a dominant narrative about a group, and an "us vs. them" culture.

## INTERPERSONAL

Interpersonal interactions are how ideologies are played out in our daily interactions. This includes implicit bias, micromessages, perpetuating/not interrupting stereotypes, or not recognizing power and privilege.

## INSTITUTIONAL

Institutional oppression occurs when established laws, customs, and practices systematically reflect and produce inequities based on one's membership in targeted social identity groups.

## INTERNALIZED

Oppression always begins from the outside of the oppressed group. Examples of internalized oppression include feelings of self-hate, believing negative messaging, powerlessness, and despair.