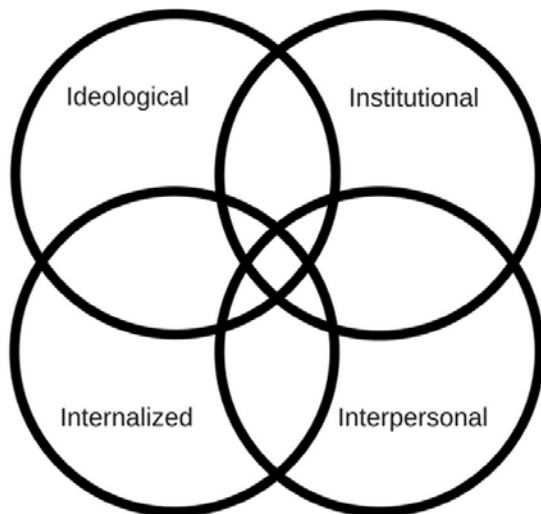


Scenario Table Top Discussion

4 I's of Oppression is an interrelated system in which none of these aspects can exist separately rather each is support by each other. When tackling change, it is important to include elements of change at each of the four I's.



**Institutional:** The idea that one group is better than another and has the right to control the other gets embedded in the institutions of the society. Examples include laws, the legal system, the education system, *hiring practices*, public policy, media images, political power, etc.

**Ideological:** the idea that one group is somehow better than another (e.g. more intelligent, hardworking, etc.)

**Internalized:** When oppressed people internalize the ideology of inferiority, they see it reflected in the institutions, they experience mistreatment interpersonally from members of the dominant group, and they eventually come to internalize the negative messages about themselves.

**Interpersonal:** The idea that one group is better than another and the right to control the others.

Leadership is For Everyone

April 26, 2019

Scenario 1

Discuss what stood out for you in this scenario?

How did implicit bias assumptions disadvantage this candidate?

Scenario 2

Discuss what stood out for you in this scenario?

How did implicit bias assumptions disadvantage this candidate?

Scenario 3

Discuss what stood out for you in this scenario?

How did implicit bias assumptions disadvantage this candidate?

Scenario 4

Discuss what stood out for you in this scenario?

How did implicit bias assumptions disadvantage this candidate?