



lib•er•a•tion

(lɪb əˈreɪʃən)

n.

1. the act of liberating or the state of being liberated.
2. the gaining of equal rights or full social or economic opportunities for a particular group: gay liberation.
3. the gaining of protection from abuse or exploitation: animal liberation; children's liberation.

op•pres•sion

(əˈpreʃən/)

n.

1. prolonged cruel or unjust treatment or control.
2. the state of being subject to unjust treatment or control.
3. mental pressure or distress



<p>Ideological Liberation: Ideological Liberation is a state in which we have fully <i>transcended and have no need for social constructs such as race; a reality where we are unbound by identity defined in contrast to others; individuals are unconflicted and feel a full and authentic sense of belonging in all spaces</i></p>	<p>Ideological Oppression: The idea at the core of any oppressive system is that one group is somehow better than another, and in some measure has the right to control the other group. Oppressive ideas are rooted in habitual mistreatment of people such that it is normalized. Ex: racism, sexism, classism etc.</p>
<p>Systemic Liberation: Systemic Liberation is a state in which we have reconfigured societal relationships to resources to allow for ingenuity and social protections to coexist, creating the interconnected circumstances under which all people have the resources, access, and opportunity to thrive (education, housing, etc. etc.). Systems work to support all individuals regardless of their identities, through a focus on a better and stronger whole, today and tomorrow. <i>Ex. Universal Health Care, Universal Basic Income, Gift Economies</i></p>	<p>Systemic Oppression: A system in which public policies, institutional practices, cultural representations, and other norms work in various, often reinforcing ways to perpetuate group inequity. Refers to the ways in which history, ideology, public policies, institutional practices, and culture interact to maintain a racial hierarchy that allows the privileges associated with whiteness and the disadvantages associated with color to endure and adapt over time. Structural racism acknowledges that all complex societies feature institutional arrangements that help to create and distribute the society's benefits, burdens, and interests. Ex: racism plays out across education, health care, incarceration, unemployment, etc. for groups of people fitting the out social identity group. Systems (education, transportation, health, economy), more than just the sum of individual prejudices.</p>
<p>Institutional Liberation: Institutional Liberation is a state of radical inclusion, where all organizations see equity as their work, and use an equitable process framework in perpetuity, seeking always to design from the margins, to examine self, to cede power, make the invisible visible, and always look toward and rely on the future. <i>Ex. Cradle to cradle systems</i></p>	<p>Institutional Oppression refers to the policies and practices within and across institutions that, intentionally or not, systematically mistreat people within a social identity group, solely based on the person's membership in the social identity group. ... Institutionalized oppression is a matter of result regardless of intent. Refers specifically to the ways in which institutional policies and practices create different outcomes for different racial groups. The institutional policies may never mention any racial group, but their effect is to create advantages for whites, and oppression and disadvantage for people from other racial groups. Institutional racism shifts our focus from motives and actions of individuals to the practices and procedures within an institution. Ex. Schools remain segregated and parent choice is made policy. Institution (policies and practices)</p>
<p>Interpersonal Liberation: Interpersonal Liberation is a state in which love is fully and freely given to all others. Individuals have identified and successfully interrupted their biases and live integrated lives. <i>Ex.</i></p>	<p>Interpersonal Oppression occurs when a person adopts and subscribes to oppressive ideas and uses them to justify the mistreatment of others. Refers to the beliefs, attitudes, and actions of individuals that support or perpetuate racism. Individual racism can be deliberate, or an individual may act to perpetuate or support racism without knowing that is what a person is doing. Racialized outcomes do not require racist Actors. Ex. A teacher of color has low expectations and accepts low quality work from her students of color.</p>
<p>Internalized Liberation: Internalized Liberation is a state of radical self-love. <i>Ex.</i></p>	<p>Internalized Oppression occurs when people experiencing mistreatment adopt and subscribe to oppressive ideas and rationalize their own mistreatment. Ex. A person of color believes that they cannot succeed academically.</p>



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