

INSTITUTIONAL RACISM

Institutional racism exists when one racial (cultural or ethnic) group, who are not Indigenous, make the *assumption* or are committed to the belief that their values, practices and systems are superior to any other,

and

because they have set up (usually by force), the systems and institutions of the community/society, they then have the *power* to enforce all others to conform to that one set of values, practices and systems.

Institutional Racism benefits the group who have set it up, and all individuals who belong to the institution are implicated, however unwittingly.

Institutional Racism is not measured by individuals intentions, but by the collective outcomes -the data and statistics produced by the institution and the feedback from the people who are consistently disadvantaged.

Institutional racism disadvantages indigenous or First Nation Peoples most drastically of all groups. This is borne out in any negative health, morbidity, mortality statistic produced by this country, and any other place where institutional racism is practised.

Definition of Terms in Relation to Aotearoa

Racism exists where one group which views its way of life as superior to that of other groups, holds and exercises power over these groups. In doing this it oppresses groups of different colour or race

Institutional racism is the perpetuation by organisations of policies and practices which advantage Pakeha and disadvantage other racial groups

A Multicultural Society (note capitals) is one where all ethnic groups contribute to policy and decision-making at all levels in economic, social, artistic and political matters

A multicultural society (small letters) describes a society comprised of different ethnic groups

A bicultural society is one where the indigenous Maori culture contributes equally to policy and decision making at all levels

A monocultural society is one where the dominant Pakeha culture controls all the major institutions and restricts expression of other cultures

Racist behaviour involves personal prejudice and bigotry. It results in discrimination. It maintains the benefits of living in a racist society

Non racist behaviour does not involve prejudice. It regards all as equals and does not discriminate. It maintains the benefits of living in a racist society

Anti racist behaviour does not involve prejudice. It involves an analysis of racist aspects of institutions. It involves working for change in institutions using all possible channels. It maintains the benefits of living in a racist society, but tries to change it