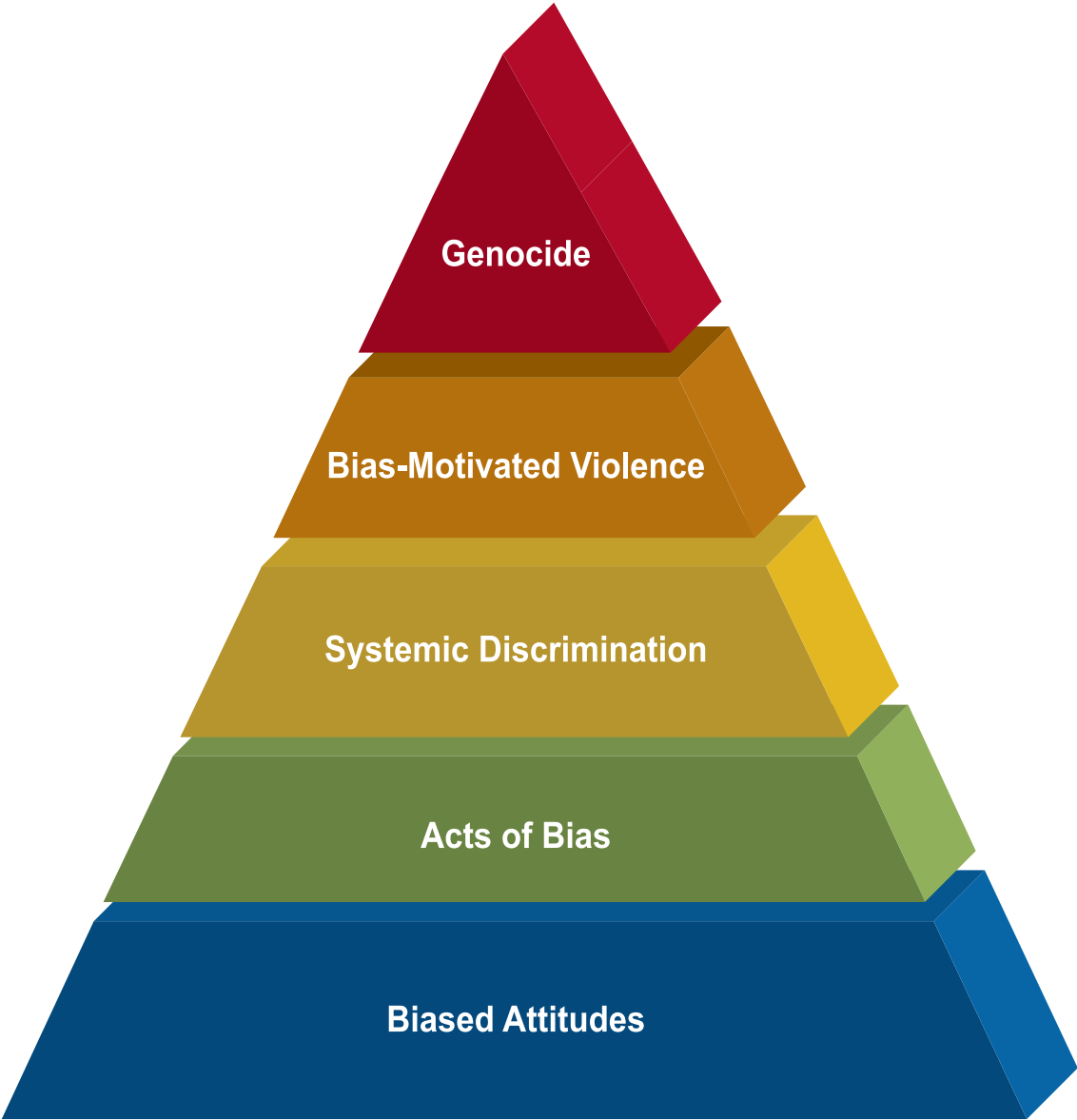
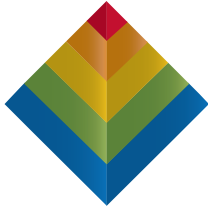


# PYRAMID OF HATE

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The **Pyramid of Hate** illustrates the prevalence of bias, hate and oppression in our society. It is organized in escalating levels of attitudes and behavior that grow in complexity from bottom to top. Like a pyramid, the upper levels are supported by the lower levels. Bias at each level negatively impacts individuals, institutions and society and it becomes increasingly difficult to challenge and dismantle as behaviors escalate. When bias goes unchecked, it becomes “normalized” and contributes to a pattern of accepting discrimination, hate and injustice in society. While every biased attitude or act does not lead to genocide, each genocide has been built on the acceptance of attitudes and actions described at the lower levels of the pyramid. When we challenge those biased attitudes and behaviors in ourselves, others and institutions, we can interrupt the escalation of bias and make it more difficult for discrimination and hate to flourish.





## Examples at each level of the Pyramid of Hate

### **Genocide**

The act or intent to deliberately and systematically annihilate an entire people

### **Bias-Motivated Violence**

Threats, Desecration, Vandalism, Arson, Assault, Rape, Murder, Terrorism

### **Systemic Discrimination**

Criminal justice disparities, Inequitable school resource distribution, Housing segregation, Wage disparities, Inequitable employment opportunities, Voter restrictions and repression, Unequal media representation

### **Acts of Bias**

Non-inclusive language, Insensitive remarks, Biased and Belittling jokes, Cultural appropriation, Social avoidance and/or exclusion, Microaggressions, Name-calling, Ridicule, Bullying, Slurs and epithets, Dehumanization

### **Biased Attitudes**

Stereotyping, Fear of differences, Justifying biases by seeking out like-minded people, Seeking out information to confirm one's existing beliefs and/or biases, Lack of self-reflection or awareness of privilege