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; unlike a pyramid, the levels are not built consecutively or to demonstrate a ranking of each level. Bias at each level reflects a system of oppression that negatively impacts individuals, institutions and society. Unchecked bias can become “normalized” and contribute to a pattern of accepting discrimination, violence and injustice in society. While every biased attitude or act does not lead to genocide, genocide takes place within a system of oppression in which the attitudes and actions described at the lower levels of the pyramid are accepted. 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.

**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

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

**Systemic Discrimination**
- Criminal justice disparities, Inequitable school resource distribution, Housing segregation, Inequitable employment opportunities, Wage disparities, Voter restrictions and suppression, Unequal media representation

**Bias-Motivated Violence**
- Threats, Desecration, Vandalism, Arson, Assault, Rape, Murder, Terrorism

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

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