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.

Genocide

The act of intent to deliberately and systemically annihilate an entire people.

EXAMPLES: The Atlantic Slave Trade, Holocaust, Trail of Tears

Bias-Motivated Violence

The act of causing harm to an individual or community based on who they are.

EXAMPLES: Criminal justice disparities, Inequitable school resource distribution, Housing segregation, inequitable employment opportunities, Wage disparities, Voter restrictions and suppression, Unequal media representation

Systematic Discrimination

Patterns of behaviors, policies or practices that are part of the structures of an organization and which creates and/or perpetuates disadvantages for a community of people.

EXAMPLES: Criminal justice disparities, Inequitable school resource distribution, Housing segregation, inequitable employment opportunities, Wage disparities, Voter restrictions and suppression, Unequal media representation

Acts of Bias

Action taken against people or property that does not appear to constitute a crime or actionable discrimination, but which may intimidate, mock, degrade, or threaten a member or group.

EXAMPLES: 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

Biased Attitudes

A particular tendency, trend, inclination, feeling, or opinion, especially one that is preconceived or unreasoned. Can be innate or learned.

EXAMPLES: 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