**TRIGGER TERM**

Oppression

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| **HARMFUL DETOUR**  | **HEALING REDIRECT**  |
| Our community is free of racial oppression. We do not support hate groups and our laws protect people from racial discrimination and violence. | Oppression exists [wherever](https://counseling.ufl.edu/resources/bam/module3-2/) dominant individuals, institutions or groups reinforce unjust and/or inhumane disadvantages experienced by others. It can be overt (e.g., racial slurs) as well as covert (e.g., discriminatory [hiring practices](https://www.nber.org/papers/w9873)). Microaggressions can also be a form of oppression. In the context of race and racism, oppression is indivisible from white privilege and white supremacist culture. Racial oppression is so ingrained in daily processes and norms that it occurs even when legal protections are in place and hate groups are absent, including racial equity gaps in [criminal sentencing](https://www.ussc.gov/research/research-reports/demographic-differences-sentencing), [school suspensions](https://www2.ed.gov/about/offices/list/ocr/docs/crdc-discipline-snapshot.pdf) and [housing options](https://www.demos.org/blog/new-hud-report-shows-continued-discrimination-against-people-color).  |