# The Iceberg Personal and Structural Levels of Oppression

#### Personal Level

How people treat one another

Present
Reversible
Individual
More visible
More accessible to
personal experience
More accessible to change
Intention plays a role

Examples:
Attitudes
Stereotypes
Mistreatment
Jokes
Visible symbols(eg posters)

#### At the Waterline:

Unconscious formation of individuals by the structures we live in eg language, norms, education, design of cities

## Structural or Systemic Level

Wealth Power Status Past/historical
Reversable only over a very
long period of time
Collective
Less visible
Less accessible to
personal experience
Less accessible to change
Intention does not play a role

### Examples:

Location of wealth
Institutional structure
Class
Legacy of slavery
Legacy of the conquest/theft
of the Americas
Legacy of women as property
Globalization (Colonialism)

From: Anne Bishop. 2015. Becoming an Ally: Breaking the Cycle of Oppression in People

Third Edition. (Black Point NS: Fernwood).