

# Interrupting the Pyramid of Hate



*“Every day, you have  
the power to choose  
our better history—by  
opening your hearts  
and minds, by  
speaking up for what  
you know is right.”*

Michelle Obama





# Cupertino Community Statement

Cupertino High School is a community where all students should feel safe, welcome, and included. We are here to learn and support each other, seeing our differences as sources of strength and empowerment. We denounce racism and racial discrimination as well as all other forms of bias. We commit to speaking up.

# Objectives for today

- Be able to explain how hateful ideas/attitudes can escalate into discrimination and violence
- Be able to define key terms on the pyramid of hate and generate an example from each level.
- Discuss with your peers ways that CHS students can interrupt the pyramid of hate and create a safe campus for all.

# Terms and Definitions



## BIAS

An inclination or preference either for or against an individual or group that interferes with impartial judgment.

## DISCRIMINATION

Unfair treatment of one person or a group of people because of their identity (e.g., race, religion, gender ability, culture, etc.). Discrimination is an action that can come from prejudice.

## GENOCIDE

The act of or intent to deliberately and systematically annihilate an entire religious, racial, national or cultural group.

## PREJUDICE

Judging or forming an idea about someone or a group of people before you actually know them. Prejudice is often directed toward people in a certain identity group (e.g., race, religion, gender, etc.)

## HATE CRIME

A criminal act directed at a person or group because of the victim's real or perceived race, ethnicity, gender, religion, national origin, sexual orientation or ability.

## SCAPEGOATING

Blaming a person or group for something when the fault lies elsewhere; a person or group is blamed for something because of some aspect of their identity, but they usually lack the power or opportunity to fight back.

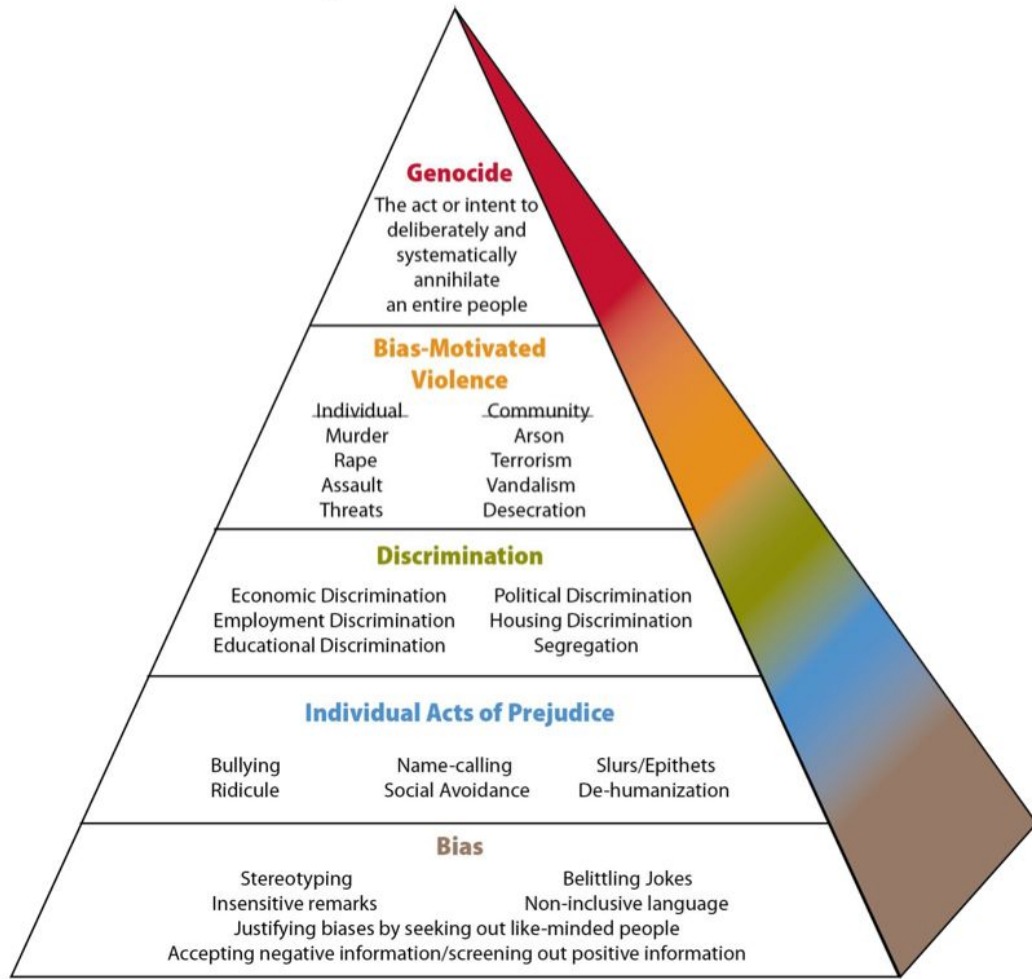
## STEREOTYPE

The false idea that all members of a group are the same and think and behave in the same way.

## BIAS-MOTIVATED VIOLENCE

An action that emotionally or physically harms a person or group and that is motivated by the identity of the person or group (e.g., race, religion, gender, sexual orientation, ability, etc.).





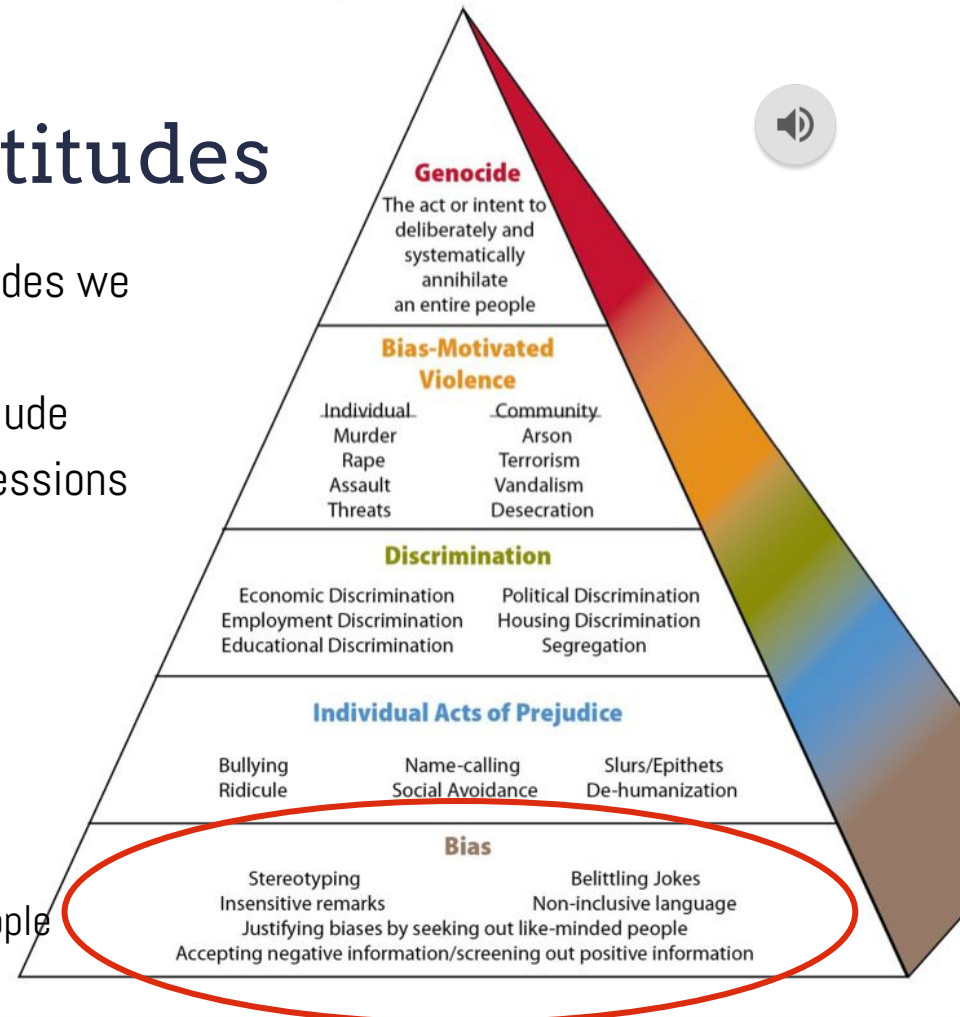
What happens when we do nothing?

# Level One: Biased Attitudes

The base of the pyramid describes biased attitudes we see and hear every day in schools, workplaces, communities, and even dinner tables. These include non-inclusive language, stereotypes, microaggressions or insensitive remarks.

## Bias

- Stereotyping
- Belittling jokes
- Insensitive remarks
- Non-inclusive language
- Justifying biases by seeking out like-minded people
- Accepting negative information/  
screening out positive information





# Biased Attitudes



**Biased Attitude:** All “Muggle-born” witches and wizards are not as powerful as “pure-blood” witches and wizards.

“I really don’t **think** they should let the other sort in, do you? They’re just not the same, they’ve never been brought up to know our ways....I **think** they should keep it [Hogwarts] in the old wizarding families.”

-Draco Malfoy, Harry Potter and the Sorcerer’s Stone



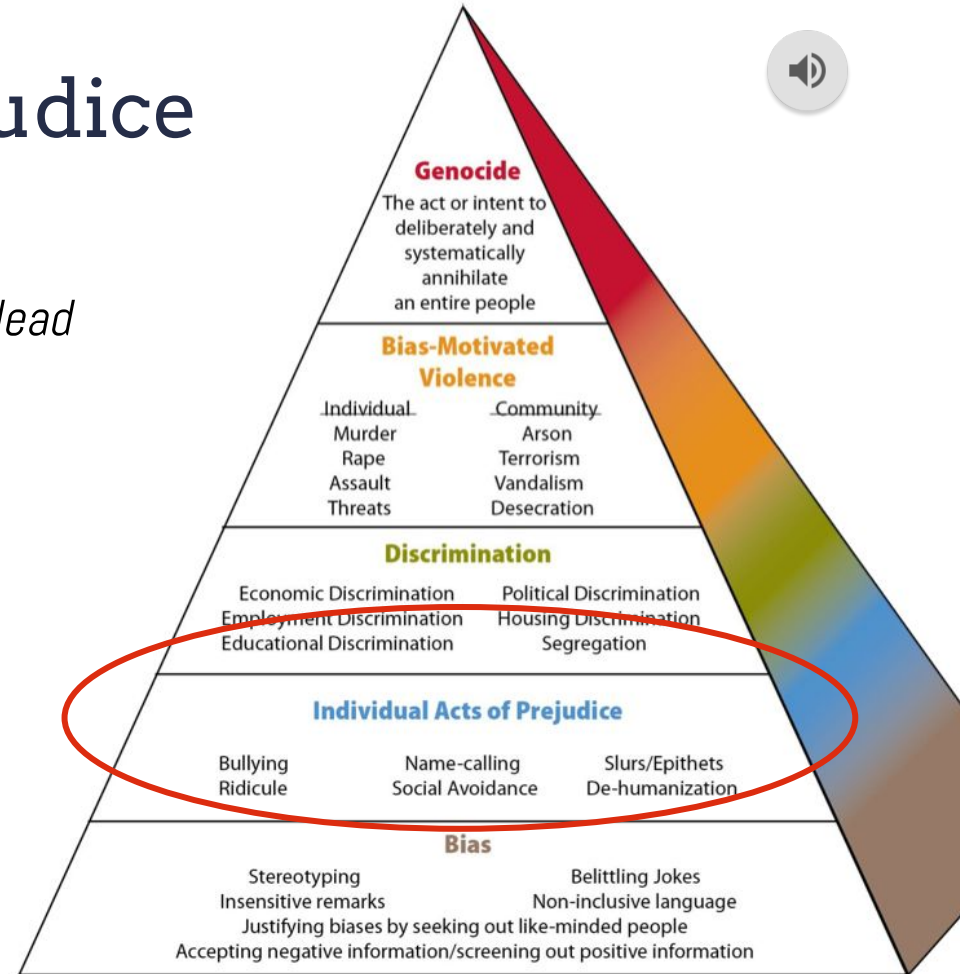
# Level Two: Acts of Prejudice

Based on biased attitudes, we then form prejudicial feelings about a group which can *lead to actions* like bullying, scapegoating, biased jokes, ridicule, and name-calling.

## Acts of Prejudice

- • • Bullying • • •
- • • Name-calling • • •
- • • Slurs • • •
- • • Ridicule • • •
- • • Social Avoidance • • •
- • • Dehumanization • • •

*Upcoming content warning: online hate speech*



## Biased Attitudes can lead to Acts of Prejudice

One way biased attitudes can turn into an act of prejudice is through Hate Speech. Though most of us know not to use derogatory words and slurs against others in person, the use of such language is pretty common online. As we move forward in the lesson today, be thinking about how the vast amount of hate speech might lead to discrimination or violence.



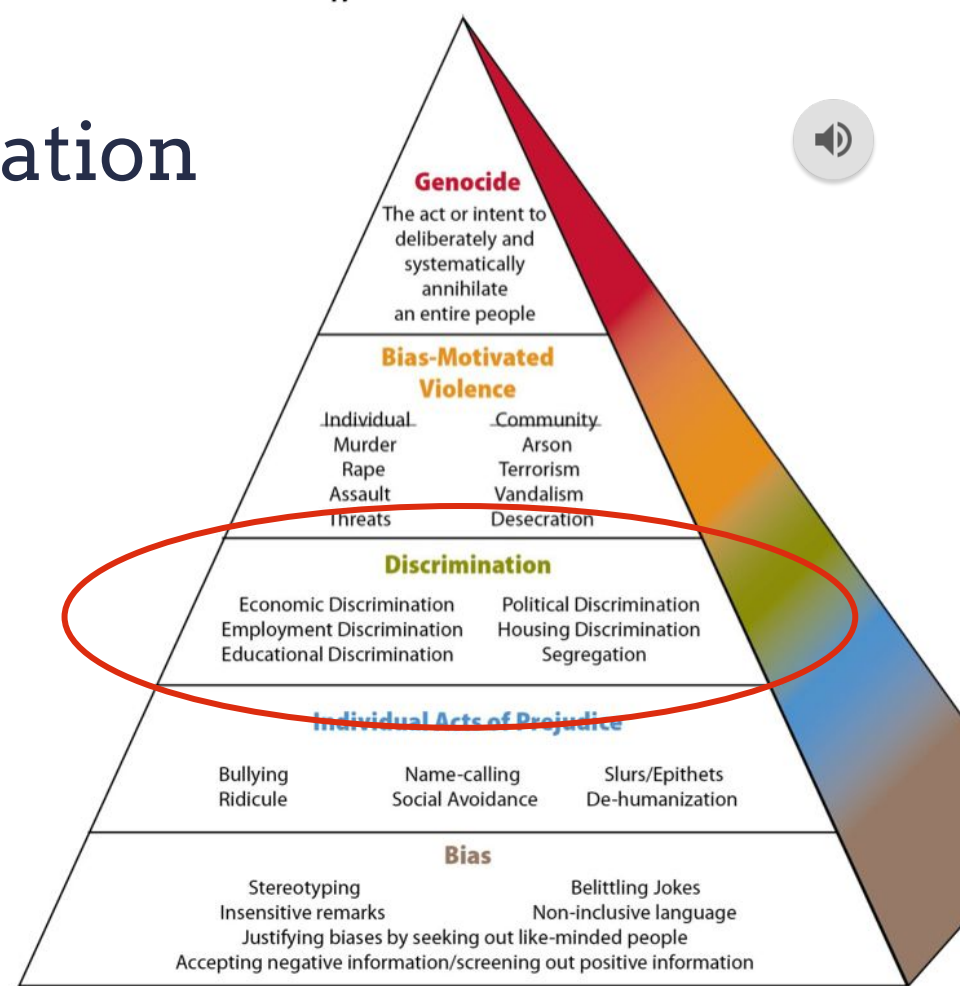
# Level Three: Discrimination

Once biased attitudes and acts of bias have taken hold, more formal DISCRIMINATION can follow.

## Discrimination

- Economic discrimination
- Employment discrimination
- Housing discrimination
- Educational discrimination
- Political discrimination
- Segregation

*Upcoming content warning: racial discrimination*



# Black homeowners face discrimination in appraisals



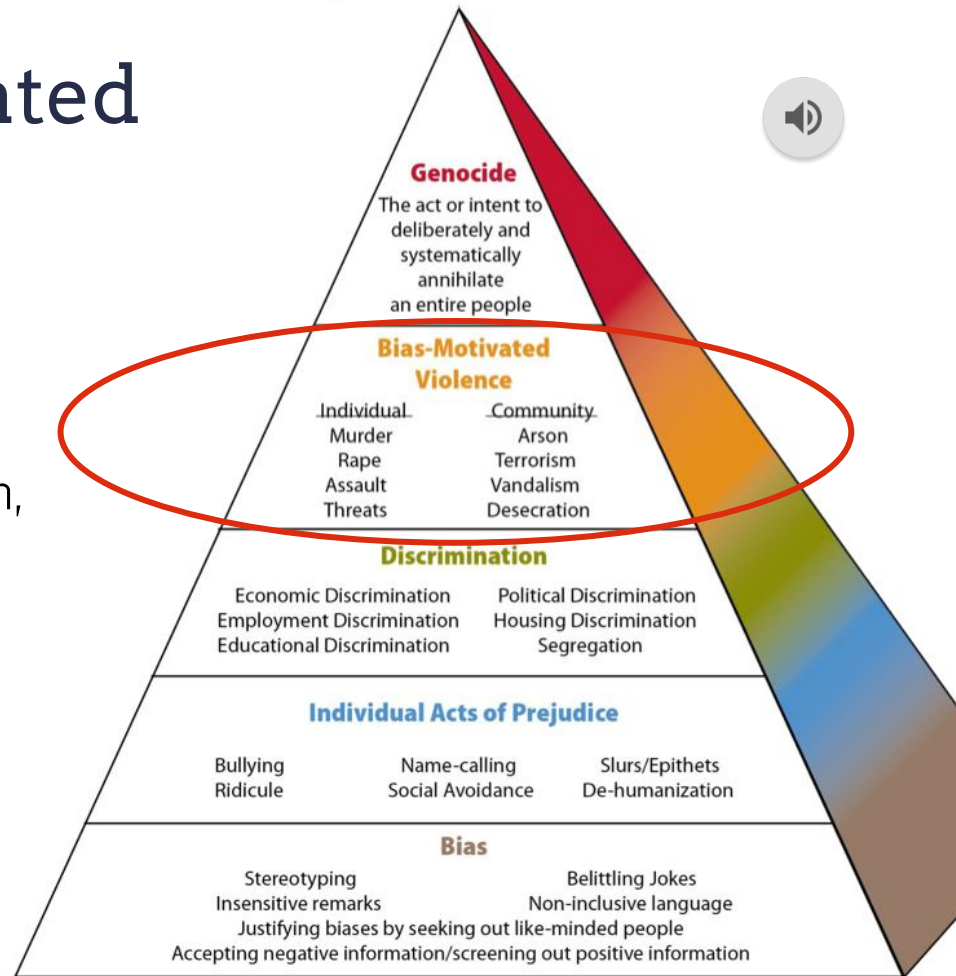
# Level Four: Bias-Motivated Violence

When discrimination is unchecked, acts of bias-motivated violence can occur in schools and communities, including desecration of property, threats and assaults, but also arson, terrorism, and murder.

## Bias-Motivated Violence

- |              |               |
|--------------|---------------|
| • Individual | • Community   |
| • Murder     | • Arson       |
| • Rape       | • Terrorism   |
| • Assault    | • Vandalism   |
| • Threats    | • Desecration |

*Upcoming content warning: race-motivated violence*





# Buffalo Tops Supermarket Shooting

In May 2022, 10 Black people were killed and three others injured at Tops Friendly Supermarket in Buffalo, NY.

Investigators say the shooter drove for more than three hours to the busy grocery store chosen for its location in a predominantly Black neighborhood, with the intent of killing as many Black people as possible. He was motivated, they said, by white supremacist beliefs which he described in an online manifesto and diary entries.

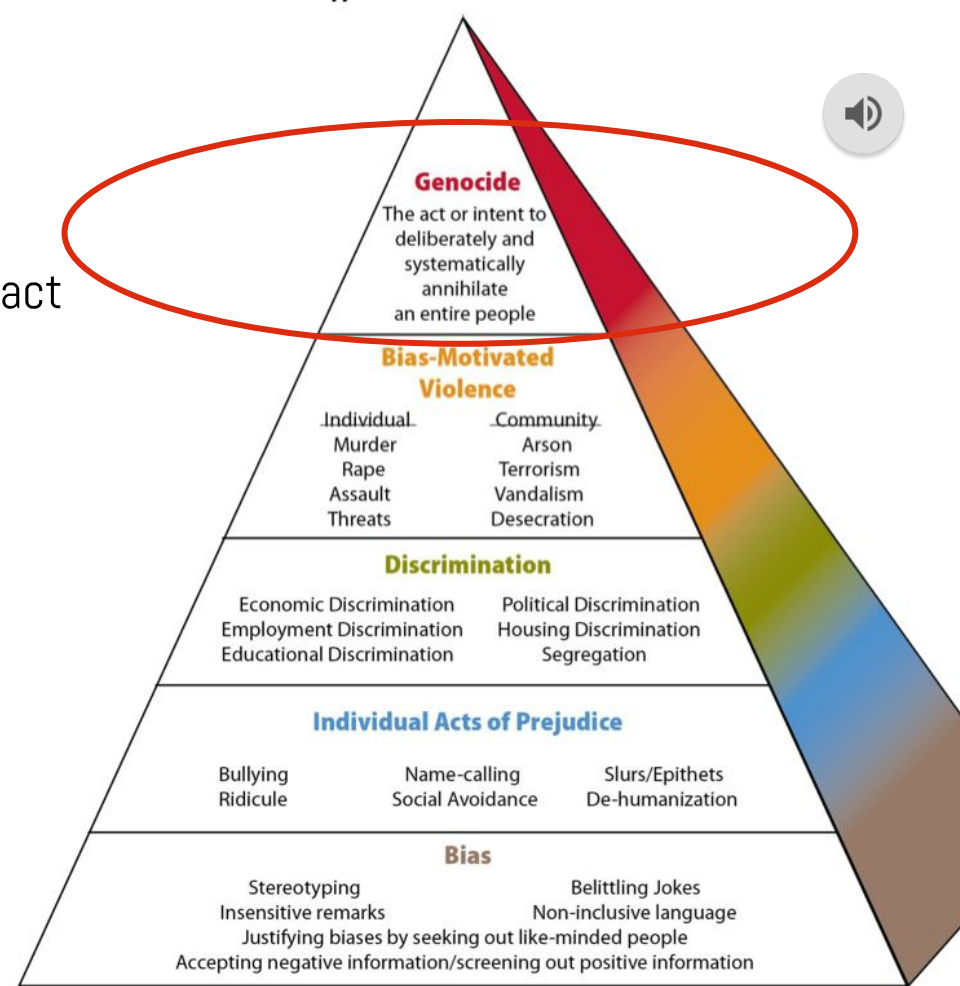


# Level Five: Genocide

The top level of the pyramid is Genocide, the act of or intent to deliberately and systematically annihilate an entire people.

Although not every act of bias will lead to genocide, it is important to realize that *every historical instance of genocide began with the acts of bias described on the lowest level.*

Upcoming content warning: Holocaust





Piles of shoes taken from murdered prisoners at  
Auschwitz during the Holocaust.



# Discussion Questions

What are some of the factors that make it more likely that hate will escalate?



What are some things that might stop the escalation of hate?



At what level of the pyramid do you think it would be easiest for someone to intervene? Why?



What could we do as students to reduce the amount of biased remarks and action in our community?

