

Racism exists at all stages:

1. Purple – Tribal Rituals: “*Other* is bad and dangerous to us. We make sacrificial offerings for the good of our tribe and destroy all others.”
2. Red – Egocentric Power & Individual Expression: "Red's own kind are supreme and therefore should dominate over all others."
3. Blue – Authoritarian Community Rules & Roles: "Blue believes there is a natural, divine order and hierarchy, to be enforced and maintained for the tranquility of society."
4. Orange – Individual Enterprise & Scholarship: "We are all born equal but if some are born with advantages of circumstance that is not Orange's responsibility. Orange will take whatever competitive advantage it can to advance itself. It is up to every individual to overcome their individual circumstances regardless."
5. Green – Plurality & Diversity: "Green acknowledges that some people are born into unjust circumstances that put them at disadvantages which have nothing to do with the content of their character. But Green stops at caring and empathic intervention and is therefore ineffective in finding real solutions."
6. Yellow – Integrative (Tier 2): "Yellow wishes to design systems that mitigate all the above forms of racism, but then loses attention in order to meet other needs in the spiral."

It's a mistake to think that our work is complete if we address only the Red level. We all need to be self-critical respective of our level.