



UNDERSTANDING WHITE SUPREMACY & WHITE NATIONALISM

WHAT IS WHITE SUPREMACY?

The belief (**conscious or unconscious**) that "pure" white people are superior to people of other races.

WHAT IS WHITE NATIONALISM?

A political ideology rooted in white supremacy, but focused specifically on building or preserving a white-only nation or political system.

White supremacy is about racial superiority and control; **white nationalism** is about preserving white-only political and social power. **Both** shape individuals, institutions, policies, and cultural norms that create unequal outcomes.



Individual

Beliefs, actions, or behaviors that express racial superiority or hostility.

- Racial slurs, antisemitism, or hate speech.
- Displaying hate symbols.
- Race-or religious-based harassment at work, school, or in public spaces.
- Advocating for racial separatism and/or Christian Nationalism; promoting the "Great Replacement" theory.



Institutional

Policies or practices within organizations that create or sustain racial inequity (even without explicit intent).

- Unequal disciplinary practices in schools targeting students of color.
- Biased hiring or promotion policies.
- Discriminatory housing practices.
- Over-policing or profiling of certain racial or ethnic communities.



Structural/Systemic

Systems that produce and maintain racial disparities across society.

- Segregated neighborhoods caused by historical and ongoing housing discrimination.
- Underfunded schools in communities of color.
- Health disparities linked to environmental racism.
- Economic inequality driven by unequal access to credit, property ownership, and employment.



Cultural

Social norms, media, and stories that normalize white dominance or erase other cultures, rejecting multiculturalism.

- Media representation that centers whiteness as "normal" and others as "different."
- School curricula that exclude or distort Black, Indigenous, or immigrant histories.
- Cultural appropriation without acknowledgment or respect.

The PHRC addresses white supremacy and white nationalism through enforcing anti-discrimination laws, public education and outreach, promoting inclusion and diversity, and monitoring hate incidents.

YOUR RIGHTS UNDER THE PENNSYLVANIA HUMAN RELATIONS ACT

In Pennsylvania it is unlawful to discriminate on the basis of race; color; religious creed; ancestry; national origin; sex; age (40+); familial status (only in housing); disability; the use, handling, or training of support or guide animals for disability; or retaliation. Protections are available in **education, employment, housing, commercial property, and public accommodations**. If you believe you have experienced discrimination, **file a complaint with the PHRC within 180 days** of the alleged act of harm.

Phone: 717-787-4410

Website: www.PA.gov/PHRC

Email: PHRC@pa.gov

Visit a Regional Office

- **Harrisburg:** Forum Place, 555 Walnut Street, Suite 808, Harrisburg
- **Philadelphia:** 110 North 8th Street, Suite 501, Philadelphia
- **Pittsburgh:** 301 Fifth Avenue, Suite 390, Piatt Place, Pittsburgh

Everyone deserves to live, work, and learn free from hate and discrimination.