



Racial Discrimination

~Conflict theory~

SOC 100 - 1708
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What is “Race” ?


▶ Human categorization

▶ Grouping based on physical differences such as skin and hair color, and/or skeletal structures which can be recognised by our eyes.

●Caucasoid(White)

●Negroid (black)

●Mongoloid (yellow)



The idea of “race” began to evolve in the late 17th century

race was widely used sorting and ranking the peoples in the English colonies

What is “Racial discrimination” ?

Racial discrimination is when a person is treated less favorably or differently than another person in a similar situation because of the race.

4 types of Racial Discrimination

Direct Discrimination

Harassment

Indirect Discrimination

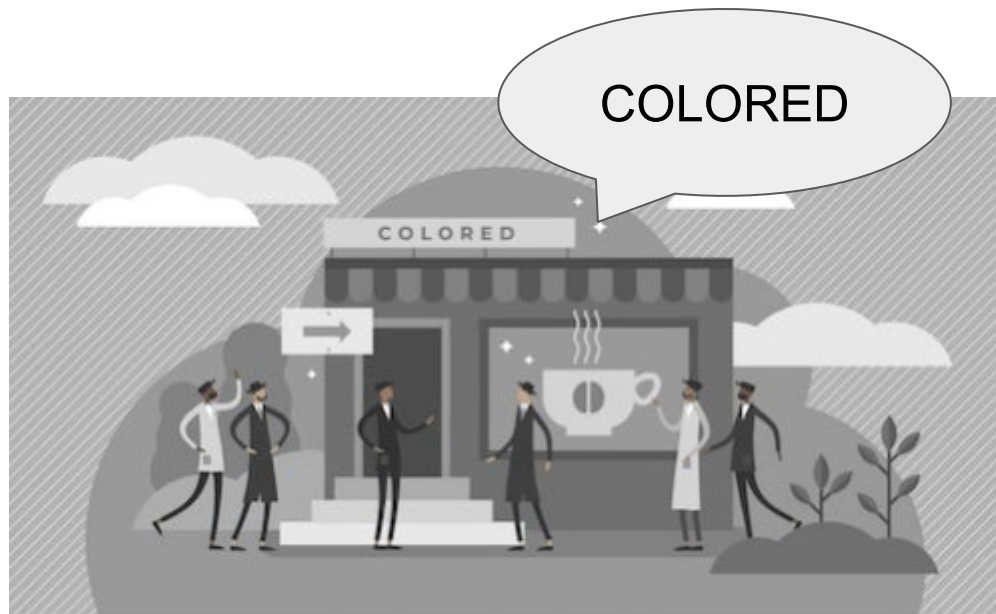
Victimisation

Direct Discrimination

This happens when someone treats you worse than another person in a similar situation because of your race.

EXAMPLE;

if a leasing agency would not lease an apartment to you because of your race, this would be direct race discrimination



Indirect Discrimination

This happens when an organisation has a particular policy or way of working that puts people of your racial group at a disadvantage.



EXAMPLE

An employer introduces a new dress code to the workplace. As part of the rules, they decide to prohibit cornrow hairstyles.

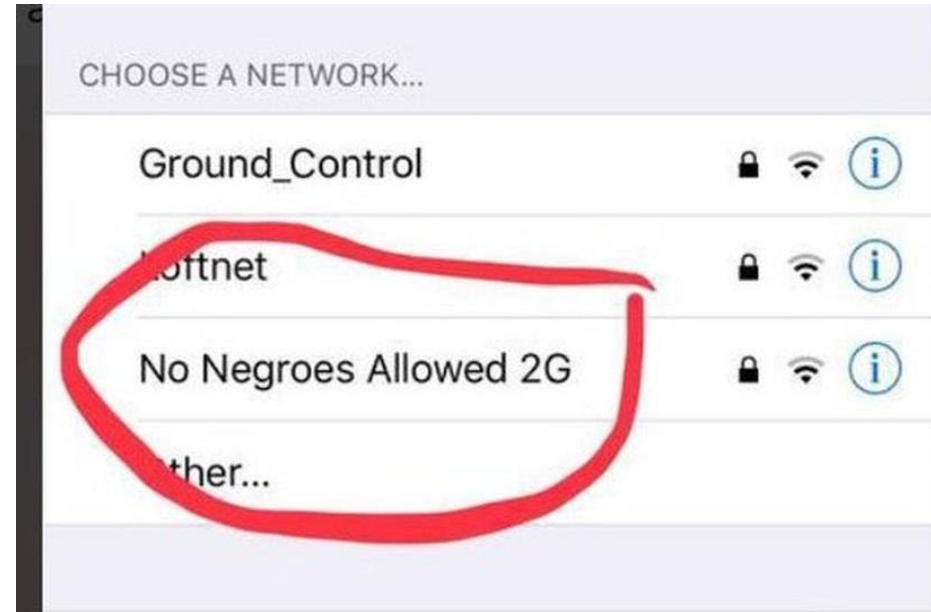
Hair style worn by certain racial groups

Harassment

Harassment occurs when someone makes you feel humiliated, offended or degraded.

EXAMPLE

a young African American man at work keeps being called a racist name by colleagues. His colleagues say it is just banter, but the employee is insulted and offended by it



Victimisation

This happens when you are treated badly because you have made a complaint of race related discrimination under the Equality Act. It can also occur if you are supporting someone who has made a complaint of race related discrimination.

EXAMPLE

A young African American lady wants to make a formal complaint about experience of unfavored treatment by her colleagues. Her manager threatens to fire her unless she drops the complaint



Fashion Institute Apologies for “Clearly Racist” show

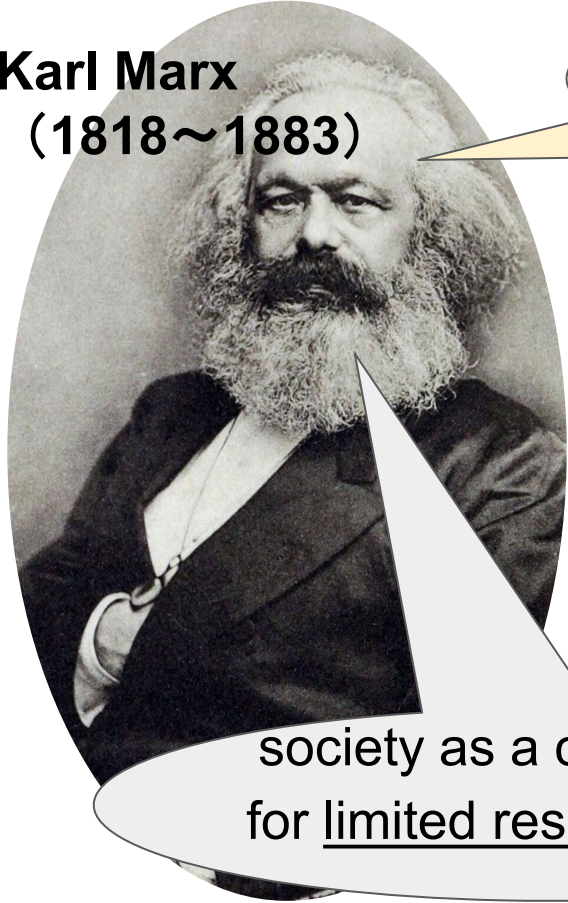
A New York City- based fashion college (Fashion Institute of technology: FIT) has apologised after a catwalk show was labelled racist. (It happened February 7, 2020)



What is "Conflict theory" ?

society as being made up of individuals in different social classes

Karl Marx
(1818~1883)



Housing and food



Education



society as a competition for limited resources

Government

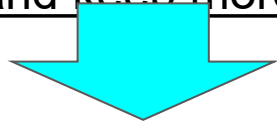


- Employment
- Leisure time
- Religion

etc...

What the competition does.... ?

- ▶ Reflect in their inherent inequalities
- ▶ Help maintain the unequal social structure
- ▶ Some individuals and organizations are
able to obtain and keep more resources
than others.



“Winners” use their power and influence to maintain social institutions...
Conflict theory can not be apart from class system and also slavery history, which lead to racial discrimination.



Racial Discrimination Fact Today in the U.S.

① In New York City, 88% of police stops in 2018 involved Black and Latinx people, while 10% involved white people. (Of those stops, 70% were completely innocent.)

② Black women are 3 to 4 times more likely to experience a pregnancy-related death than white women, even at similar levels of income and education.

③ Black Americans and white Americans use drugs at similar rates, but Black Americans are 6 times more likely to be arrested for it.

④ In the US, Black individuals are twice as likely to be unemployed than white individuals. Once employed, Black individuals earn nearly 25% less than their white counterparts.

Reference;

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- “Race Discrimination” Equality Human Rights Commission, <https://www.equalityhumanrights.com/en/advice-and-guidance/race-discrimination>
- “Fashion Institute of Technology apologize after fashion show evokes controversy over over racist imagery” posted on February 23, 2020, CNN.com <https://www.cnn.com/style/article/fashion-institute-of-technology-show-racist-trnd/index.html>
- “11 FACTS ABOUT RACIAL DISCRIMINATION” Do something.org, <https://www.dosomething.org/us/facts/11-facts-about-racial-discrimination>



Thank You
THANK YOU

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askmenow

25 YEARS