



MM202 Lecture 4

Def. and Forms of Discr.

Multiculturalism In Western Europe And North America

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What is discrimination?

- Examples of discrimination?
- Personal stories....



Are there different forms?

- What are the different forms?
 - ☐ Direct
 - ☐ Indirect
 - ☐ Institutional



Racist behavior may be **direct** (overt) or **indirect** (covert) in nature.

- **Direct racial discrimination** is the unfair or unequal treatment of a person or a group on racial grounds. An example would be an employer who won't hire someone on the basis of their cultural or linguistic background. This type of discrimination is typically deliberate.
- **Indirect racial discrimination** is seemingly equitable on the surface, but in practice disadvantages people from particular groups. For example, a rule that says that all students must not wear anything on their heads could result in discrimination against students whose religion requires the wearing of headwear. Indirect racial discrimination can occur even when there is no intention to discriminate.
- **Institutional racism** (or systemic racism) describes forms of racism which are structured into political and social institutions. It occurs when organisations, institutions or governments discriminate, either deliberately or indirectly, against certain groups of people to limit their rights.



Racisms- review

■ Type: Individual

- ☐ Belief in superiority of Whites Violence against "non-Whites"
- ☐ Denial of the existence of racism in any form.
- ☐ Belief that lack of success of "non-White" persons is due to genetic inferiority or racial-group malaise.

■ Type: Cultural

- ☐ Language superiority
- ☐ Law, politics defined from a White perspective
- ☐ In education, science, philosophy and so forth, the contributions of White people are the best.

■ Type: Institutional

- ☐ Law enforcement policies are more stringent for people of color.
- ☐ Unemployment and underemployment for people of color.
- ☐ Inadequate housing



?

- Discrimination is ?

- ☐ according to you?

- ☐ according to the directive?



Discrimination – definition

2000/43/EC

Indirect discrimination shall be taken to occur where an **apparently neutral provision, criterion or practice** would put persons of a racial or ethnic origin at a particular **disadvantage** compared with other persons, unless that provision, criterion or practice is objectively justified by a legitimate aim and the means of achieving.

see also notes on the directive in UNIT 6 web site



Institutional racism

1999 – *The Stephen Lawrence Inquiry*:

Report of an Inquiry by Sir William Macpherson of Cluny, also at

www.official-documents.co.uk/document/cm42/4262/4262.htm; mainly chapter 6, pp. 26-28

„Institutional Racism defined as: The collective failure of an organisation to provide an appropriate and professional service to people because of their colour, culture or ethnic origin. It can be seen or detected in processes, attitudes and behaviour which amount to discrimination through unwitting prejudice, ignorance, thoughtlessness and racist stereotyping which disadvantages minority ethnic people.“

see also notes on inst. racism in UNIT 6 web site



Activity

- Read through the examples of Direct/Indirect/Institutional discrimination and discuss what type of discrimination the person(s) has experienced, is there any remedy?



Activity

Case study 1 - Access to public services

Case study 2 - Access to employment

Case study 3 - Education



- 1

- 2

- 3

- 4



Homework

What law (if any) can be applied?

- Race equality directives?
- Legislation from other countries?
 - ☐ UK?
 - example
 - ☐ Canada?
 - example
 - ☐ EU?
 - example
 - ☐ Czech?
 - example