

DISCRIMINATION

Discrimination refers to unequal treatment based on a person's group membership, which can include – but is not limited to – race, sex, age, sexual orientation, nationality, religion, and disability status.

Discrimination can occur at the individual level, such as when one person or a small group discriminates. Examples of individual discrimination include giving preferential treatment to people who share your identity, writing a racial slur on someone's front door, or refusing to interact with members of a particular group.

Discrimination can also occur at the institutional level, such as when an entire system (e.g., educational, legal, political) discriminates against a group of people. Examples include banks approving fewer home loans for racial/ethnic minorities and at higher interest rates, or targeting Middle Eastern travelers for in-depth airport screenings.

Sometimes people discriminate because they hold prejudiced views towards a group. Other times, people discriminate even if they hold no personal bias towards a group.



Consider the following prompts. Challenge yourself to think of answers from multiple perspectives, & to understand what might bias your response. Discuss these topics with someone else in your class.

CONSIDER THIS

Describe instances of individual and institutional discrimination.

Some In|Dignity participants have had a difficult time getting or maintaining a job due to their race or ethnicity. Can you recall similar experiences while on the job market?

How has your race or ethnicity affected your life opportunities?

How can you confront discrimination in your own life?

CALL TO ACTION

"I would advise others to slow down. To stop for a second. And I'm guilty of this, you know, of the go, go, go go, go. But just stop for a second, and really be grateful and... make an effort to maybe even (think)...what if these were your children? What if it was your brother, your sister, your aunt, your uncle, your mother, your father? What if it was somebody you loved and cared about that was out there? Would you treat them that way? And maybe just taking a moment just to think, what if it was you? Would you want to be treated less than? I would try to put your feet in their shoes." — Samantha

"We have to treat people like they're people and we need to create a system that is equitable versus equal, because everyone thinks, oh, everyone should have equal treatment. Well, no, because if your child wears glasses and another child doesn't, equal treatment is both those children wearing glasses or both of them do not. You need equitable treatment that levels the playing field for whoever's involved in it, we need an education system that hasn't been intentionally damaged, and we need a system that values the work that people do and that pays them a living wage." — Amelia

