

Identifying Prejudice and Discrimination



Definitions:

- **Racism:** Negative behaviour based on an incorrect assumption that one race is inherently superior to others
- **Discrimination:** Unfair actions directed against people based on their race, gender, ethnicity, nationality, language, faith or sexual orientation
- **Prejudice:** A set of opinions, attitudes and feelings that unfairly case a group and its members in a negative light without legitimate reasons

Definitions con't

- **Stereotypes:** false or generalized beliefs about a group of people that result in categorizing members without regard for individual difference
- **Anti-Semitism:** particular form of individual or systemic discrimination directed against Jews
- **Systemic Discrimination:** describes a system that favours one or some groups over others in terms of hiring, benefits, promotions, and pay increases

Definitions con't

- **Systemic Racism:** Discrimination based on a sense of racial superiority is part of the philosophy and practices of a company, institution, or a whole society
- **Systemic Sexism:** Discrimination based on a sense of male superiority is part of the philosophy and practices of a company, institution, or a whole society
- **Genocide:** The most extreme form of systemic discrimination, by which deliberate attempts are made by authorities at mass murder of any national, ethnic, racial, or religious group

How do we apply these terms?

- While these are all very powerful terms, they are often misused. For this reason it is important to completely understand exactly what each one means and the way in which it is used.



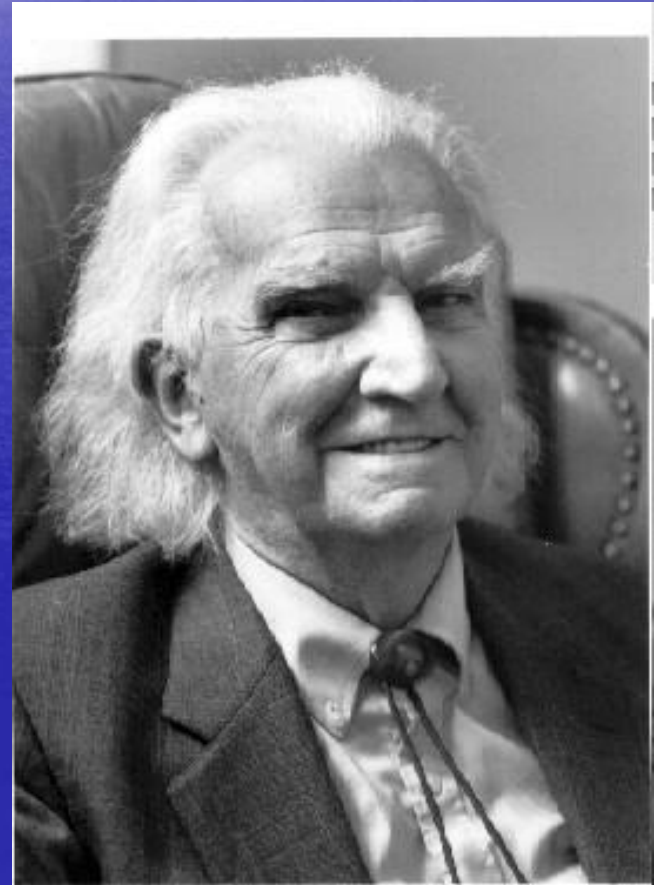
Think About It!

1. Get into groups of 3 or 4
2. Examine one or two of the terms as assigned by me and come up with some real life examples of these terms
3. Prepare a brief explanation of these examples for the class – you should include the example, the reason it applies
4. Brainstorm ways that we can stop this



Kenneth E. Boulding

- In 1956, he published *The Image: Knowledge in Life and Society*
- The book outlined a view of perception where he stated we are shaped and changed by the personal background and experiences of individuals.
- He used “the image” to describe how people do not perceive things exactly as they exist in the real world
- He believed instead they responded to an *image* of reality and this *image* differs from person to person



Applications of Boulding's Work

- While Boulding did not focus his work on prejudice or discrimination, it is easy to apply it to the subject regardless
- How can his views be related to the subject of racism and prejudice?

The Paradigm

- In 1989, American Psychologist Joel Barker worked on the concept of **paradigm**
- This was what he called the set of rules and conditions stored in the brain that a person uses to interpret and understand sensory experience
- A paradigm acts like a filter through which information is processed
- Eg. The approach of a stranger can be seen by one person as a possible threat, while someone else may see it as just another passerby – Why is this the case?

Misconceptions and Confusion

