

Definitions, Forms, Nuances, Of Racism Summary

- (1) **Racism Operates In Many Forms, And At Different Levels.**
- (2) **Racism Can Be Covert As Well As Overt.**
- (3) **Racism Is Supported By Systems Of Ideas As Well As Practices.**
- (4) **Racism Serves To Create, Support And Reinforce Differential Power And Status.**

{{Ex: Foster – Academic Job Interview}}

Forms Of Racism

Racism → Differential And Disproportionate Treatment Of An Individual On The Basis Of Skin Colour Or Some Other Physical Characteristic Over Which They Have No Control

Most People Tend To Think Of Racism Only In Terms Of An "Overt Act" Of Intolerance Against People Or Property, Like A "Hate Crime" -- Ex: Anti-Semitic Or Anti-Black Behavior.

But, Sociologists And Applied Policy Researchers Have Found That Racism Operates In Many Forms [Multidimensional], And At Covert And Overt Levels:

- (A) Expressions Can Be Wilful, Deliberate, Conscious, Or They Can Be Indirect, Unintentional, And Unconscious.

- (B) These Expressions Are Reflected In Individual Attitudes And Belief Systems And In Institutional And Societal Policies And Regulations.
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Sociologist Speak Of These Different Forms Of Racism As:

- (1) Individual Racism: Is A Form Of Racial Discrimination That Stems From Conscious, Personal Prejudice. (Ex: Slurs, Derogatory language).
 - (2) Everyday Racism: Involves The Many And Sometimes Small Ways In Which Racism Is Experienced By Peoples Of Colour In Their Interactions With The Dominant White Group. (Ex: Glances, Gestures, Forms Of Speech And Physical Movements).
 - (3) Cultural Racism: Meaning Basically That We Can Conceive Of Discrimination On The Basis Of One's Cultural Ideas, Norms, Values And Moraes.
 - (4) Systemic Racism – Bias And Barriers May Be Inherent Within The Normal Functioning Of An Institutional System:
 - (A) Institutional -- Is Made Up Of The Rules, Procedures, And Practices That Deliberately Prevent Minorities Form Having Full And Equal Involvement In Society.
 - (B) Structural Racism -- Inequalities Rooted In The System-Wide Operation Of A Society That Exclude Substantial Numbers Of Members Of Particular Groups From Significant Participation In Major Social Institutions.
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Systematic And Systemic Racism[??]

Systematic Racism

A Direct Attempt By Institutions, Employing Explicit And Deliberate Practices, To Prevent The Full And Equal Participation Of Minorities

Systemic Racism

Based On The Principle That Bias And Barriers May Be Inherent Within The Normal Functioning Of An Institutional System → It Involves A Process In Which The Rules Or Practices Of An Institution When Evenly And Equally Applied May Exert An Inadvertent Negative Effect Or Consequences On Certain Minorities Who Are Excluded Or Penalized Through No Fault Of Their Own Because Of Circumstances Beyond Their Control.

Applied Policy Researchers **[Human Rights Approach]**

Discrimination

Employers, Housing Providers, Educators And Other Responsible Parties Covered By The Ontario Human Rights Code Have The Ultimate Responsibility For Maintaining An Inclusive Environment That Is Free From Discrimination And Harassment, And Where Everyone's Human Rights Are Respected.

What Is Discrimination? [OHRC does not define]

One Definition → **Discrimination refers to differential or disproportionate treatment on the basis of characteristics over which one has no control.**

(In a human rights context these characteristics are linked to **code grounds**)

and social areas):

Protected Social Areas Are:

- Accommodation (housing)
 - Contracts
 - Employment
 - Services
 - Vocational associations (unions).
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A key feature of any definition of discrimination is its focus on behavior (harmful behaviour or practice). Discrimination is distinct from racial prejudice (attitudes), racial stereotypes (beliefs)

Ethnocentrism → Stereotyping → Prejudice → Discrimination

Ethnocentrism is an **incipient (embryonic) process** in the formation of individual and group identity.

We can think of the matter this way: **ethnocentrism is a necessary but not sufficient condition for stereotyping; and stereotyping is a necessary but not sufficient condition for prejudice; and prejudice is a necessary but not sufficient condition for discrimination**

Ethnocentrism often leads to other important sociological dimensions → such as "stereotyping" (*over-generalized caricatures of others*) and "prejudice" (*negative attitudes based on preconceived notions*) and "discrimination" (*harmful practices*).

Here Are Some Different Forms Of Discrimination.

Discrimination can be any of these: Direct, Indirect / Constructive, Systemic, Reprisal, Poisoned Environment, Harassment, Racial Profiling.

Direct discrimination can be from one person to another person.

Indirect / constructive discrimination seems fair but actually results in people being treated differently.

Systemic discrimination is part of the organization's culture.

Reprisal is punishing someone for complaining about human rights concerns.

A poisoned environment may be created by a single Code-related comment that makes you feel unwelcome or uncomfortable.

Harassment occurs when Code-related comments or conduct are unwelcome or ought known to be unwelcome, and are generally repeated.

Case law has evolved, and different types of discrimination have emerged and continue to evolve.

Ex. "Monday" – Boston – modern discrimination often occurs in subtle, creative ways → involving non-blatant, sometimes 'grey' situations

It is not so much based on the type of discrimination but the effect. Today, the court asks:

1. *Was there differential treatment?*
2. *Does the differential treatment result in disadvantage?*

It does not matter if the discrimination is direct/overt, indirect, systemic, constructive, harassment, poisoned environment. It is the adverse effect.

→ To Establish "Prima Facie" Discrimination → A Claimant Must Show

Three Things (1) That He Or She Is **A Member Of A Group Protected By The Code**; (2) That He Or She Was **Subject To Adverse Treatment**; And (3) That A **Code-Related Ground Was A Factor In The Alleged Adverse Treatment**

	<i>Human Rights Code (Code)</i>
Primacy	Supersedes all other legislation, unless explicitly stated in the legislation.
The System	Remedial system (remedy based)
Evidentiary Standard	Tribunal decisions based on a standard of the “balance of probabilities”
Intent vs Impact	Intent is not required for an incident to be considered discriminatory. Based on impact.

Definitions Of Racism

Racism Is Multidimensional And Usually Sorts Itself Out In Several [Interrelated] Categories Of Definitions: Racism As Biology, As Ideology, As Culture, And As Power =====>

Racism As Biology (“Racism As Race”) =====> [1] The Belief That

People's Behavior Is Determined By Genes Or Biology {Ex: Blacks As Naturally-Born Athletes, Japanese As Naturally-Gifted Scientists; Arabs As Fanatics, Etc} --- [2] The Use Of Race As A Basis For Entitlement Or Evaluation Of Others {Ex: To Exclude Others Because Of Skin Colour Is Racist; To Include Others On Similar Grounds Is No Less Racist} --- [3] Racism As Biology Refers To The Process Of Attaching An Evaluative And Moral Quality To Perceived Biologically Differences.

Racism As Ideology =====> [1] Transforms Race-Based Differences Into A Hierarchy That Justifies The Dominance Of One Group Over Another --- [2] A Relatively Cohesive Set Of Beliefs (“Ideology”) And Practices Is Imposed That Labels, Classifies, Evaluates, And Ranks Members Of A Group Along A Hierarchy By Virtue Of Their Inclusion In A Predefined Category --- [3] Unequal Treatment Of Others Is Justified On The Ground Of (“Imputed”) Innate Differences Between Races.

Racism As Culture (“Racism Without Race”)=====> In Recent Years Assumptions About Biological Inferiority Have Been Critiqued And Shifted To Assumptions About Cultural Inferiority --- [1] Minorities Are Denied Or Excluded By Racializing Cultural Differences As A Basis Of Denial Or Dislike {Ex: Citizenship, Patriotism, And Heritage} --- [2] People Of One Culture Assume Their Way Of Doing Things Is Normal And Necessary, Together With The Power To Impose These Beliefs And Practices On Others --- [3] Racist Discourses Are Aimed At Criticizing The Cultural “Other” When Differences Are Seen As Beyond The Pale Of Integration {Ex: Migrants As Source Society's Social Ills}

Racism As Power (Racism As “Racialization”) =====> [1] Racism As A Network Of Power Relations {Situated Within Social Relationships And The Institutional Structures Of Society That Unintentionally Advantage Some, Disadvantage Others} --- [2] Some Groups Have The Power To Attach Social Significance To, Draw Boundaries Around, And Take

Advantage Of Others Because Of Perceived Inferiority {Ex: Racialization Of Black Crime} --- [3] Racism As Power Entails The Capacity For Some To Establish Agendas Regarding What Is Normal, Necessary, Desirable, Or Acceptable, Thus Reinforcing The Superiority Of One Group Over Another {Ex: White Power Is Institutionalized Within The Structures, Values, And Institutions Of Society.

Complexities And Nuances Of Racism

Racism = 'S Prejudice + Discrimination + Power [To Control, Exclude And/Or Exploit]

Sociologists Have Argued That **Racism Exists In Many Forms And Levels Of Society** == In Fact, It Is **So Complex And Has So Many Nuances** In Contemporary Society That It Is [Quite Frankly] **Impossible To Identify Correctly Or Precisely On Each And Every Occasion.**

Racism Occurs In **The Interactions** Between The [Dominant] Majority And [Subdominant] **Minority Groups** → And Some Of These Interactions Are “**Innocuous**” [I.E., Harmless] And Some Are “**Only Seemingly Innocuous**” [I.E., Harmless On The Surface; But Harmful At Deep Or More Substantive Levels]

What Does This Mean [For Our Lives]?

All That We Can Do In Vigilance → In Our Concern For The Harmful Effects Or Consequences Of Asymmetrical Group Interaction == Is Continually Ask:

Is The Dominant And Subdominant Interaction **Speech/Conduct)** **Based On A Threat To The Balance Of Power.**

Manifestations Of Racism Identified In Social Life

"Old Fashion Racism" -- Overt, Conscious And Deliberate Acts Of Intolerance That Harmfully Impact Members Of A Subordinate Group, Perceived To Be Culturally And Biologically Inferior.

"Overt" Or Aversive [Hate] Racism (Some Times Referred To As "Redneck" Racism. It Involves Blatant Acts Of Intolerance -- Racial Slurs, Cross-Burnings);

"New Racism" -- Sophisticated And Disguised (Hostility Towards Racial Minorities That Goes Undetected) Response To The Growing Presence Of Increasingly Assertive Racial Minorities Whose Activities And Demands Are Criticized As A Threat To The National Identity And Social Harmony.

"Covert" Racism" (Subtle, Complex Sophisticated Responses In Society Impacting Structures At The Institutional Level);

"Polite" Or "Friendly" Racism (A Contrived Attempt To Disguise A Dislike Of Others Through Behavior That Outwardly Is No Prejudicial In Appearance (Ex: Often Manifest Itself In Coded Or Euphemistic Language -- "Those People" -- Masks Inner Feelings);

"Liberal" Racism (Is Distinguished By A "Tolerance Dichotomy" In Public And Private Life -- E.G., Support For Liberal Causes, But You Can't Marry My Daughter; March For Civil Rights But Resists Visible Minorities Moving In My Neighborhood);

Inferential Racism (Representations Of Events And Situations Related

To Race That Have Racist Premises And Propositions Inscribed In Them, And Formulated As A Set Of Unquestioned Assumptions -- E.G. Sri Lankan Study);

Subliminal [Or Non-Racist] Racism (Located Among Individuals In Dominant Culture Who Abhor Openly Discriminatory Treatment Of Minorities, But Often Have "Lofty" Opposition To Progressive Minority Policies And Programs [Based On Fixed, Inflexible, "Unquestionable" Mainstream Values])

Democratic Racism (Consists Of A Commitment To A Democratic Society And Egalitarian Values Of Fairness, Justice, And Equality -- Co-Existing With Negative Feelings About People Of Colour;

Reverse Racism (Refers To Discrimination Against Members Of The Dominate Group -- Manifested In "Double Standards" That Are Thought To Favour Minorities).

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Racial Stereotype Questions

Is There Anything Wrong With The Following?

- 1) **German People Have The Best Philosophers And Make The Best Cars.**
- 2) **When You Visit Germany And See Its Magnificence And Detail, You Can See That They Are The Superior Race.**
- 3) **The Best Black Music Is Far Superior To Any Other.**
- 4) **It Is Ok To Use Ethnic Stereotypes About Your Own Group, (Call Each Other Names) When Speaking To Members Of Your Own Group.**
- 5) **Black Men Make The Best Lovers.**
- 6) **I Only Feel Comfortable With A Family Doctor That Looks Like Me.**
- 7) **I (Would) Only Feel Comfortable Hiring People In My Place Of Employment That Look Like Me.**
- 8) **The World Is Tough Enough Without Trying To Marry Someone Outside Your Own Group.**
- 9) **I Believe In Equality And Diversity In Society, But I Want To Stick With My Own Kind.**
- 10) **People From That Group Always Stick Together, So You Have To Be Careful In The Way You Deal With Them.**

Ethnicity And Race

Ethnicity - Canada Officially Sanctions Ethnic Diversity, Where Different *Collectivities Of People With Shared Cultural Traits*, Including Language, Religion, Or Ancestry Comprise The Canadian Mosaic. Ethnic Identity Is Celebrated In The Form Of "Multicultural Policy".

Racial - Groups *Define* Themselves And/Or Are Defined By Other Groups As Different From Other *Groups By Virtue Of "Innate And Immutable Physical Characteristics"*. These Physical Characteristics Are In Turn Believed To Be Intrinsically Related To Moral, Intellectual, And Other Non-Physical Attributes Or Abilities

In Short, Race Refers To A Group That Is "*Socially*" *Defined But On The Basis Of "Physical" Criteria*.

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- (A) When You Define A Race, You Define Someone "Biologically" - When You Define A Ethnicity You Define Them "Culturally."
- (B) In Canada Today, What Used To Be Called Race Is Being Subsumed Under The Category Of "Ethnicity" (I.E., Being Given A "Cultural Vocabulary" For Speaking Of People).
- (C) The Term "Race" Is Being Reserved For People Defined As "White", "Black", And "Asian"