

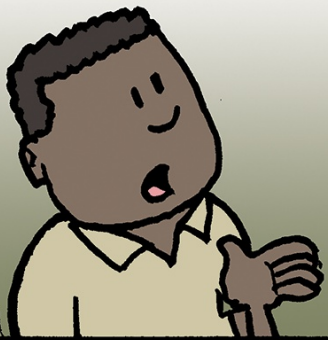
# Kinds of Discrimination



**Diversity and Discrimination**  
Douglas Perkins

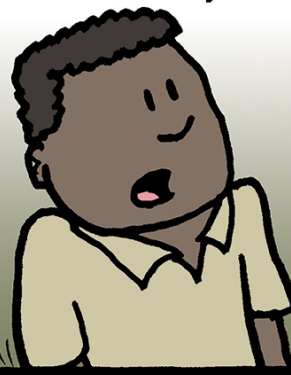
SO...  
DO YOU WANT  
TO TALK ABOUT  
RACISM?

NOT REALLY...



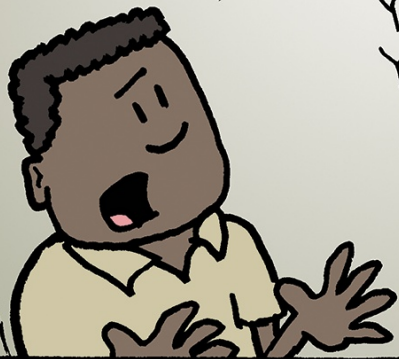
ALL RIGHT,  
LET'S TALK  
ABOUT SOMETHING  
MORE PLEASANT.

OKAY!



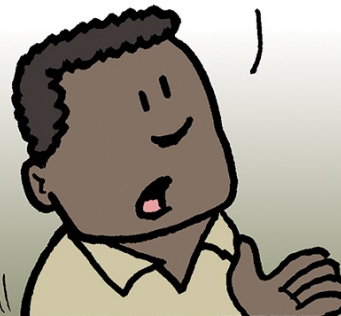
NO! NOT OKAY!  
NOT TALKING ABOUT RACISM  
IS A BIG REASON WHY IT'S  
STILL SUCH A PROBLEM!

YEAH...  
YOU'RE  
RIGHT.



SO...  
DO YOU WANT  
TO TALK ABOUT  
RACISM?

NOT REALLY...



©2020

*Auchta* auchtoon.com

Michigan  
Radio.org

What is discrimination?

Discrimination can be based on...

Race (racism)

Nationality (xenophobia)

Gender (sexism)

Disability

Religion

Age



# **Direct discrimination**

I am not a virus



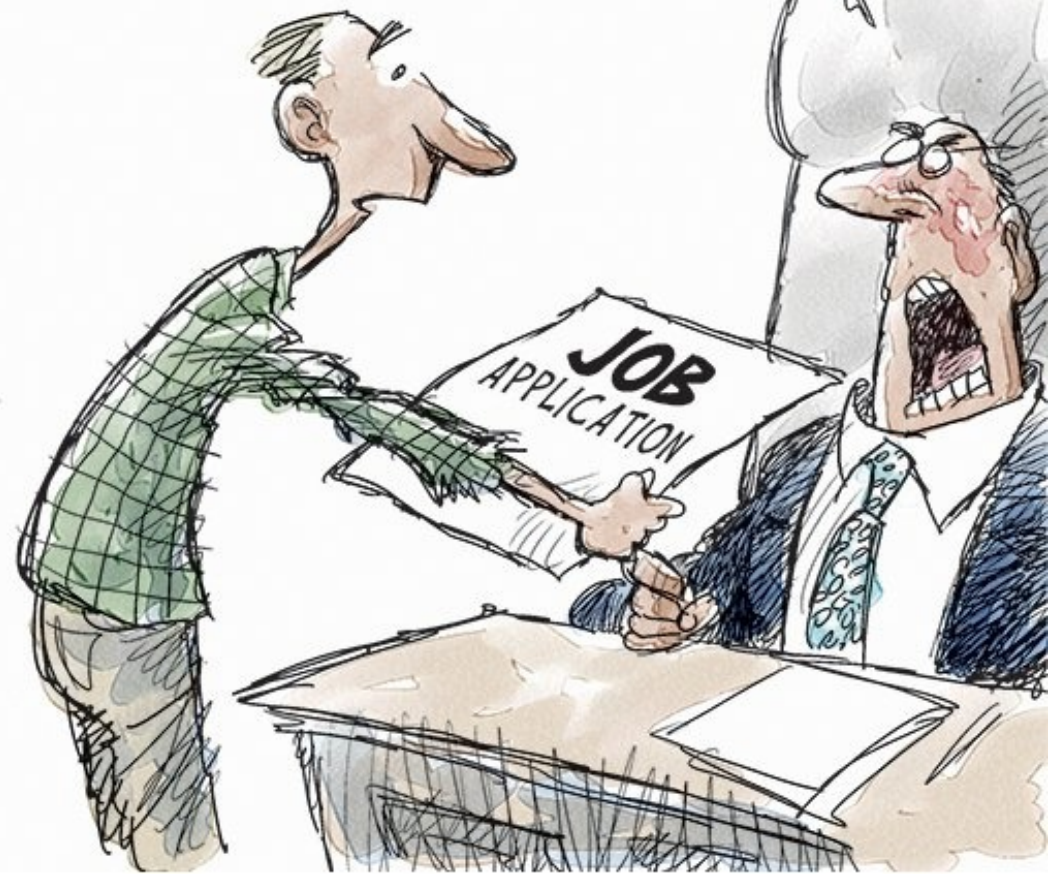


**GET A  
JOB!**



**I'M  
GAY.**

**GET  
LOST!**





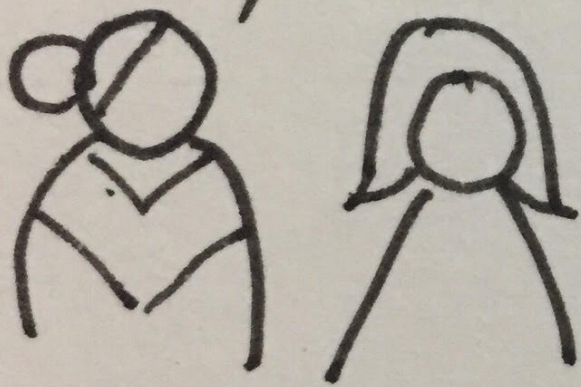
A RECURRING  
AMERICAN NIGHTMARE...



HORSEY  
© 2020  
SEATTLE TIMES



If you keep  
behaving like this,  
no one will  
marry you.



@missfitcomics

# **Microaggressions**

Often, people are trying to be nice.  
If it only happens once, no problem.  
But what if it happens all the time?





“Do you have a boyfriend yet?”  
“Do you have a girlfriend yet?”



“Where are you from?”







**Systemic discrimination**  
**Institutional discrimination**

# Systemic Racism Explained



By Alex Sequea. 2019.

[https://youtu.be/YrHIQIO\\_bdQ](https://youtu.be/YrHIQIO_bdQ)





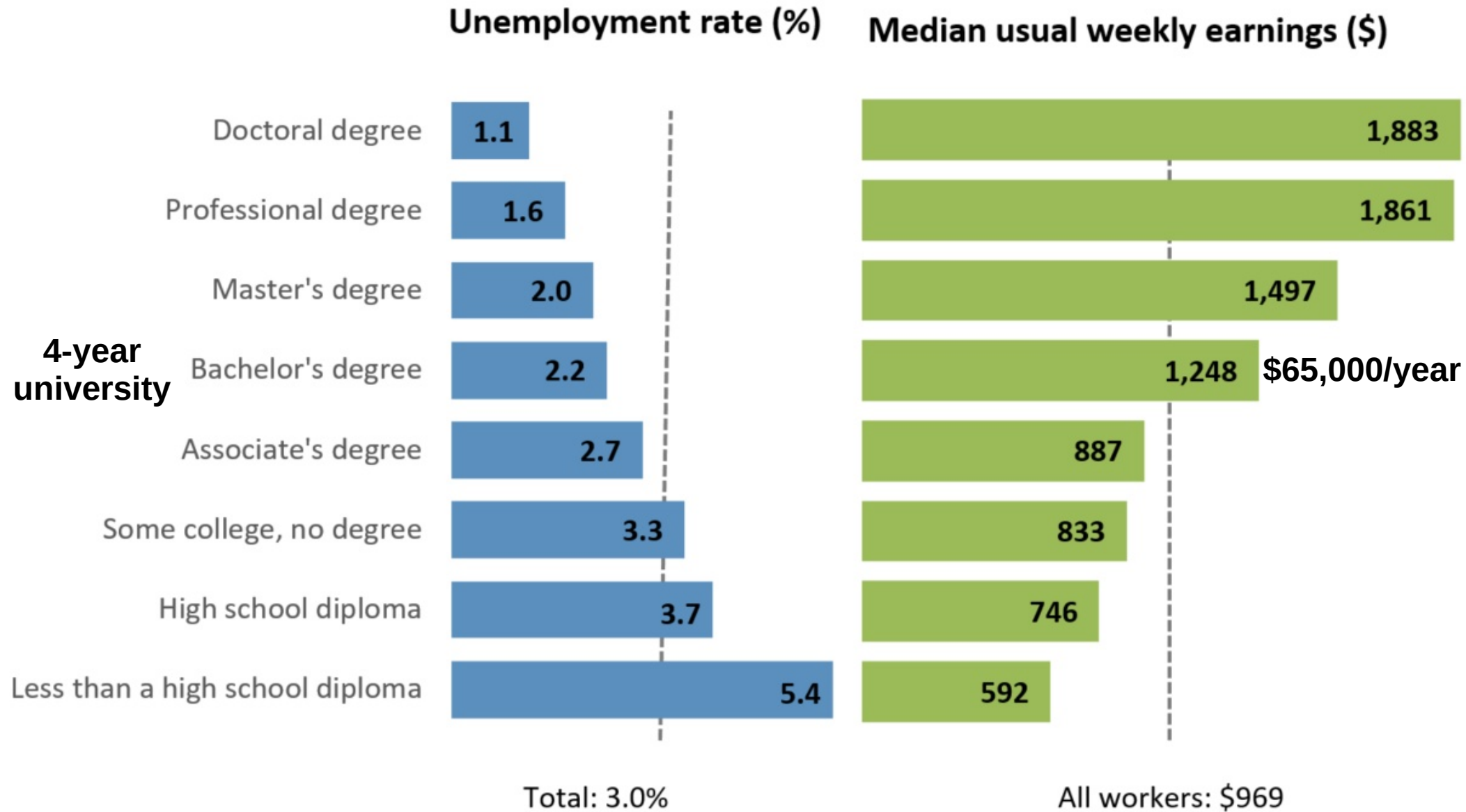
“Diversity is good. Pass it down.”



RING BELL  
FOR  
ACCESS



# Unemployment rates and earnings by educational attainment, 2019



Note: Data are for persons age 25 and over. Earnings are for full-time wage and salary workers.

Source: U.S. Bureau of Labor Statistics, Current Population Survey.



HOW LONG DID THE  
WHITE MAN HAVE HIS KNEE  
ON THE NECK OF THE  
BLACK MAN?

MORE LIKE  
400 YEARS,  
SON!

8 minutes  
46 seconds?

I CAN'T

6/16

MARK W. 2020  
COLUMBIA  
MISSOURIAN  
CAG4CARTOONS



Read the examples. What kind of discrimination is happening?

- Direct discrimination
- A microaggression
- Systemic discrimination

Marie and Shane go to the grocery store together. Marie is in a wheelchair and even though it is her who is paying for the items, the cashier asks Shane if he wants a paper or plastic bag.



In the Philippines, by law, all schools must use English as a medium of instruction. As a result, a lot of indigenous people's language are being forgotten and are expected to die in a few decades or so.

Carl is a married man, who has more than enough skills to be qualified for a managerial position. He wants to work for his dream company, but the qualifications specify that they only accept applicants who are single.



In Arizona, a police officer stands near the bus station. If he sees someone who looks Mexican, he stops them and asks to see their passport.

Some students in class have a hard time answering a math problem. They immediately ask help from the exchange student from China because they say “she must be good at math.”

A company is searching for a new president. Their previous presidents have always been men, and almost all of their current managers are men. They choose a man to be the next president.



# See Also

- [How to Be an Antiracist](#). Ibram X. Kendi. 2019.
- [Koreans](#). Minority Rights Group. 2018-04.
- [How I Learned to Stop Worrying and Love Discussing Race](#). Jay Smooth. TEDxHampshireCollege. 2011-11-16.

