

# Discrimination

---

# What is Discrimination?

- \* When similar or better qualified applicant...
- \* Does not get job applied for
- \* Gets job below qualification
- \* Receives lower pay for same job

# What is Discrimination?

- \* Unequal treatment or behavior toward members of different groups

# What is Discrimination?

- \* Distinction, exclusion, restriction or preference based on group membership impairing human rights
- \* Impose burdens not imposed on others
- \* Withhold or limit access to benefits available to others

# Examples of Discrimination

- \* Individual

- \* E.g., behaviors like different performance ratings for members of different groups all else being equal

# Examples of Discrimination

- \* **Institutional**
- \* **Policies, practices, procedures that disadvantage members of some groups**
- \* **Unequal representation in upper & middle layers of administration, economic & media institutions**

# What are stereotypes

- \* Associating members of certain groups with certain characteristics
- \* E.g., Perceived to be alike in some way (i.e. have similar traits)
- \* E.g., Most Asians are “smart”

# What are stereotypes

- \* Can be positive or negative
- \* Can be true/false of group &/ individual
- \* Implications for functionality

# Examples of Stereotypes

- \* Confusing one member of group for another
- \* Believing them to be similar in personality/behavior
- \* E.g., editors vs. journalists

# Examples of Stereotypes

- \* Assuming characteristics of individual based on group membership
- \* E.g., assuming you are nanny because you are Filipino, Assuming non-Whites are not Canadian;

# What are not stereotypes?

- \* Prejudice

- \* Negative feelings (e.g., dislike) toward someone because of group they belong to

- \* Discrimination

- \* Behavior/outcome

# What are not stereotypes?

- \* Culturally valid characteristics
- \* e.g., collectivism
  - \* Asians score higher (in general) on collectivism,
  - \* Any single Asian may not score higher than a non-Asian on collectivism

# What are not stereotypes?

- \* Negative attitudes
  - \* Negative evaluations & feelings
    - \* E.g., Evaluations: They are bad...
    - \* Feelings: I hate..

