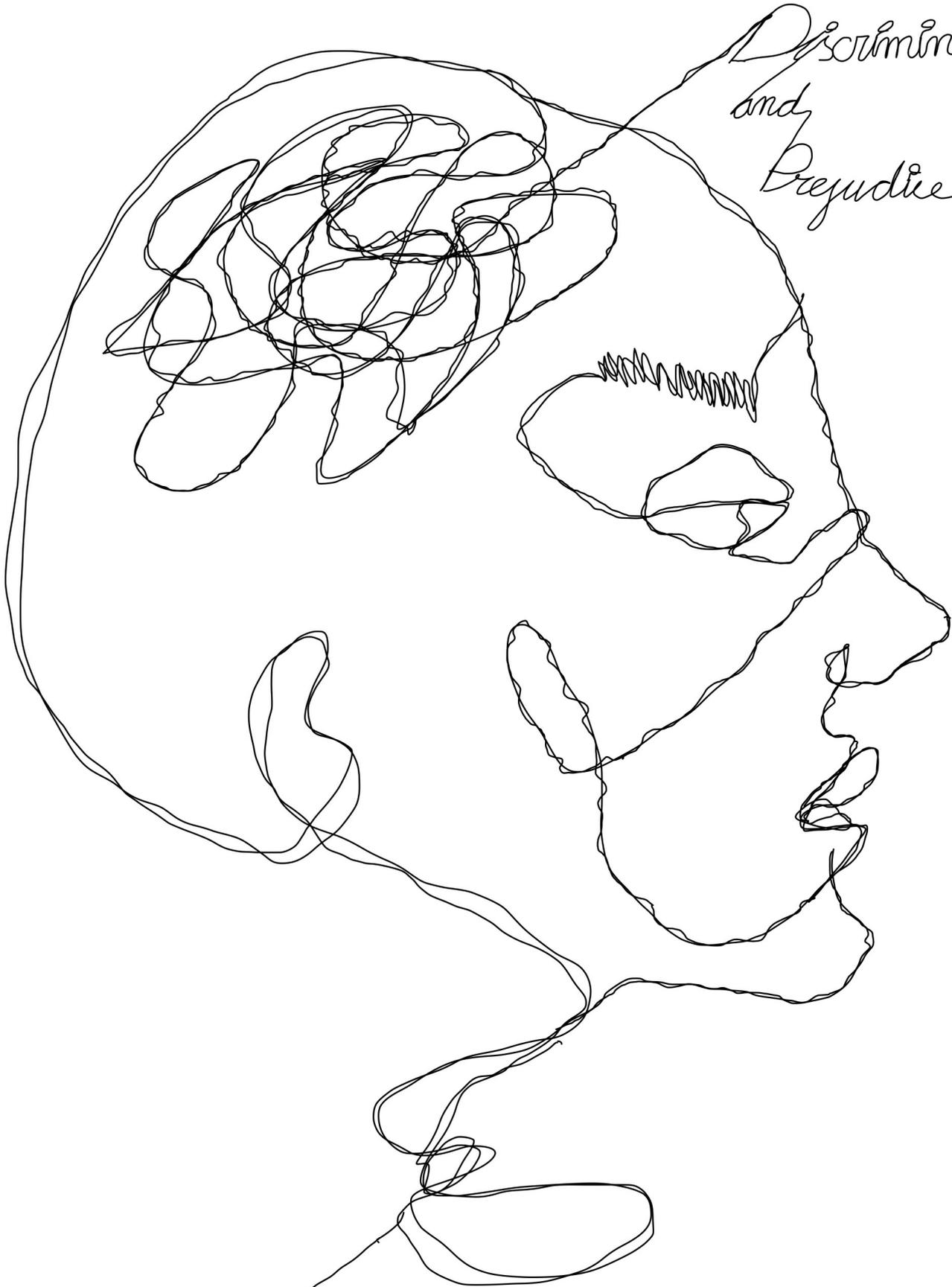


Discrimination
and
Prejudice



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Introduction

Discrimination and prejudice are a huge issue around the globe. To this day, many people have been treated differently because of either their sexuality, their race or even their gender. The last few years, there have been many protests as well as a lot of action to try to raise awareness of this problem. In the last four years I have realised how big of an issue this is and how much it affects other people. That's why I have decided to write my term paper of 2021-2022, discrimination and prejudice.

“What is discrimination?; what is prejudice?; why are people being treated differently?; and how does it affect someone?”

All of those topics, I will research and write about in my term paper of 2021-2022. I will write about discrimination along with prejudice, the different types of discrimination and make an analysis out of a survey I personally made for students, teachers and other people, this includes people working for the state or people working for private companies that have experienced any type of discrimination throughout their lives.

Me too, I have experienced discrimination back when I was younger. I had hair to my shoulders and I would get remarks like: « José, did your barber die? », « Are you gay? », « You look like a girl ». These comments can really hurt and destroy the self esteem of a child. Furthermore, it can leave a mark for an entire lifetime.

I want to write about this because it does interest me, and it benefits me learning more about the big world of psychology. Discrimination really seems an interesting topic and I'm motivated to start learning more about it.

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Chapter 1: Discrimination and prejudice

1.1 — What is discrimination?

Definition

Discrimination is when a person of a certain group, class or category is exposed to an unfair treatment, or when their identity gets invalidated. It can be made directly or indirectly. For many people, this is an everyday reality. The most common characteristics of a victim of prejudice tend to be the following: race; gender; age; disability; religion and sexual orientation.

Discrimination has a lot to do with action. Forms of discrimination include, calling those people verbal slurs, portraying a negative mentality, commit hate crimes, harass someone, and even have a preference in buying of someone or hiring someone. That can be committed by individuals, groups as well as institutions.

During our childhood, the human brain puts things in category by itself to understand the world and to make sense of everything in life. An example of this, is that almost every young child only knows what a girl and what a boy is. But values and beliefs we are told and taught during the years, originate from our parents, peers and by us, essentially. Often, discrimination originates from fear and misunderstanding.

Here are three famous examples where discrimination was a big, if not the biggest problem:

- Apartheid (literally the term of separateness) was a system in South Africa from 1948-1994 based on racial segregation. Non-white people did not have the rights to vote. They had different communities, beaches, busses and even toilets.
- During World War II, in Germany, as well as German-controlled lands (Poland, Denmark, Belgium), Jewish people were obligated to wear yellow stars in order to identify themselves as Jews. Later, they would be placed in concentration camps by the Nazis, and essentially, die, because of the gas chambers.
- Pretty much everywhere, while women are often discriminated at work, men are often discriminated in situations in the family environments, such as getting custody of the children.

Laws around the world

Because discrimination is a big issue around the globe, laws are there to protect American people from discrimination in their environment. There are two big acts that protect the nation, such as:

- “The Fair Housing Act prohibits discrimination in the sale, rental and financing of dwellings on the basis of race, colour, national origin, religion, sex, familial status and disability.”
- “The Civil Rights Act, the Age Discrimination in Employment Act, and the Americans with Disabilities Act prohibit discrimination in employment on the basis of race, colour, sex, ethnic origin, age and disabilities.”

Even though these acts still exist, a lot of discrimination is still happening. In the United States of America, the most common ways of discrimination across ethnic groups are related to employment. Yet, experts say, discrete, minor discrimination, like poor service in restaurants, being treated with less respect... are more common than major, recognisable discrimination. Those day-to-day discriminations usually come in the form of “micro-aggressions” such as:

- Snubs

- Misguided comments saying they don't belong here (this can occur in a supermarket, cinema, pharmacy, school and in many more places)
- Estimating what their value is (saying directly or indirectly they don't belong here)
- Slight

Although micro-aggressions may not seem as aggressive as other types of abuse, it still can destroy a person's mental health and emotional control.

Where can you be discriminated?

There are many places where you can be discriminated. It also ranges from a young child to an elderly person. Discrimination can start as early as in school. Years following it, can also be a problem in working life, like employment services not under public contract and by starting up or running a business. In addition, when it comes to health and medical care, state financial aid for studies and the unemployment, discrimination still plays a big role. Here are further places where you can get discriminated:

- Professional recognition
- Membership of certain organisations
- Events that are open to the public (concerts, markets, fairs)
- Social services and assistance in the form of special transport agencies
- House adaptation allowances
- National military service and civilian service

1.2 – What is prejudice

Definition

Prejudice comes from the words 'to judge before'. It is an unfavourable assumption/opinion about someone only based of a person's membership to a particular group, people from a different ethnicity, gender, religion, sexual orientation etc. Prejudice can be conscious or unconscious. It can be that they don't even personally know people from that culture, race, sexuality etc. Someone is prejudging if they are acting on their prejudices, because prejudice is what gets "taught" from family, friends, work-colleagues and many more.

A person might have preconceived negative ideas about someone who is Christian, Muslim, Jewish and the same can relate to people who are black, white and Asian. This doesn't include sexualities and genders.

Common features of prejudice include negative feelings, stereotyped beliefs, and a tendency to discriminate against members of a group.

Not knowing someone before even getting a chance to know them on a deeper level, that's an irrational attitude and mindset. This does no good to anyone, as the one who is prejudging someone is completely misinformed and has hatred towards people of a certain group for no reason.

A typical example of prejudice is when someone is meeting a female child for the first time, they might assume she likes the colour pink or princesses.

Causes and origins

Prejudice is based on ignorance and the solution for prejudice not existing is education. Many people remain ignorant, as their prejudices often make them feel better as other people. It also impacts a lot of what these people's beliefs are and what they have been taught. Prejudice has had many negative outcomes, like:

- Wars

- Enslavement
- Abuse
- Murder
- Untold suffering

Why prejudice occurs

When it comes to why prejudice occurs, there is no clear answer. But there are several factors that come into play. Prejudice and stereotypes are a normal human things. The mind puts things to make sense of the world around us, to sort the information into mental categories.

“The human mind must think with the aid of categories. Once formed, categories are the basis of normal prejudgement. We cannot possibly avoid this process. Orderly living depends upon it.” (“What Is Prejudice? - Very well Mind”)

We, as humans often depend upon our abilities to place people, ideas, and objects into categories, and we are inundated with too much information to sort through all of it. (“How People's Prejudices Develop”) Unfortunately, this quick categorisation leads to faulty assumptions.

1.3 – Difference between discrimination and prejudice

Effects of discrimination and prejudice

Discrimination and prejudice are a public health issue. According to a 2015 Stress in America survey, people who have faced any type of discrimination or prejudice, may have a higher stress rate than people who say they have not faced any discrimination. Furthermore, many people who receive day-to-day discrimination/prejudice, often feel insecure, in a state of constant vigilance, on the lookout for being a target of discrimination/prejudice.

Here are some issues that have been linked to discrimination and prejudice:

- Anxiety
- Depression
- Eating disorder
- High blood pressure
- Substance abuse

Even if in some cases, there's only verbal discrimination and not physical, it doesn't mean that it's not damaging. Regardless of personal experiences, it can be stressful being a member of a group that is often discriminated, like the LGBTQ+ community, people from a darker skin colour or people who don't look “normal”.

Anticipation of discrimination and prejudice can create chronic stress. (Chronic stress is a wide variety of physical, as well as mental health problems.)

Impact on society

According to the United Nations, society still makes a distinction based on ethnicity, race, sex, gender etc. Discrimination is one of the key drivers to social exclusions and to this day, it remains a fundamental problem in our society.

“In a 2008 survey covering 23,500 immigrants and members of ethnic minorities across the European Union, one in four respondents reported feeling discriminated against in the previous 12 months on at least two grounds: ethnic or immigrant origin, gender, age, disability, sexual orientation, religion or belief or “other” reasons.”

1.4 — Types of discrimination

Five forms of discrimination

Discrimination is a wide spectrum of many different types of it. It ranges from a simple thought to a complete action, and it can escalate very quickly to the negative. Discrimination is also a hard thing to identify in some cases, as the intention of the person is very important. Here are the five forms of discrimination:

- Direct discrimination
- Indirect discrimination
- Inadequate accessibility
- (sexual) harassment
- Instructions to discriminate

Direct discrimination

Direct discrimination is when someone disadvantaged is being treated with less respect and less favourably than another person in a comparable situation. Here's an example:

- When it comes to a job interview, and there are two worthy applicants for the job application, but one of them, has a difference related to the person's sex, race, religion etc., and for that way they don't get the same chance of getting the place as the other one, it clearly is direct discrimination.

Indirect discrimination

Indirect discrimination is when there is a rule or procedure that appears to be neutral, but disadvantages people of:

- Certain sex
- Sexual identity or expression
- Ethnic affiliation
- Religion or belief
- Disability
- Sexual orientation or age

In addition, indirect discrimination happens, when a rule applies to everyone the same, but there is only a certain type of people capable of doing that task. Here is an example:

- When there is a certain height requirement that would advantage many more men and disadvantage women.

Inadequate accessibility

Inadequate accessibility is when a person with a certain disability is disadvantaged through their failure. This also means when a certain place like the workplace or when a restaurant does not provide the aid for people with disabilities. There is also a certain problem when it comes to the removal of thresholds and by reading the menu at restaurants.

harassment and sexual harassment

Harassment is an expression of ridicule or degrading generalisations that have connection to the bases of discrimination. Harassment, explained shortly, is when someone violates a person's dignity, whether mentally or physically. Besides saying unpleasant comments and words, harassment sometimes also includes unwanted touching or leering.

Harassment is unwelcome and offensive, and it's up to the victim to decide if the comments are being treated disrespectfully. According to the law, "the perpetrator must understand how behaviour is perceived." Thus, it is important that the victim makes it

clear to the perpetrator that their behaviour is unpleasant and unwelcome in certain circumstances, the ways the behaviour expresses their emotions, may be obvious that no comment is required from the victim sometimes, the victim doesn't have the courage to say something, because the perpetrator may be aggressive.

Positive discrimination

Even though there is said so much negative about discrimination, there is also something called positive discrimination, which is when a particular group, like disabled people, are given special privileges to compensate for their perceived disadvantage. One example positive discrimination is e.g. for disabled people, there are special access parking spaces, which are reserved for them. Many times, these parking spaces are the closest to the building's entrance.

1.5 – Types of prejudice

From Anti-Semitism to Xenophobia

Prejudice can exist wherever there are differences in people. And there are types of prejudice that are more known than others. Here are the ones that are the most known:

- Prejudice that is based on gender is called **sexism**
- Not only women, but also men can be victims of sexism, but it is a lot more common with women
- Prejudice that is based on a race is called **racism**
- Racism usually starts, because the victim has a certain skin colour, but it can also come from:
 - Cultural heritage
 - Language
 - Traditional dresses => a traditional way of dressing
- Prejudice that is based on the sexual orientation of someone, is called **homophobia**
- There are many sexualities as well as sexual orientations and there are many people that are against it
- Many times, those people think it's not right, because their religion says it's not supposed to be man loves man, woman loves woman etc.
- Prejudice that is based on age is called **ageism**
- The older generations sometimes tend to call the younger generation "unskilled", "irresponsible" or "untrustworthy"

Then there are also types of prejudice that are less known, but still important. These prejudices combine religion with race. Here are the following:

- Prejudice that is towards Jews is called **anti-Semitism**
- Prejudice that is towards Muslims is called **Islamophobia**

1.6 – What to do when someone gets discriminated?

When dealing with discrimination, and it is affecting the mental health, it is extremely important to find solutions. According to the American psychological association, there are six solutions to it.

1. focus on strengths
 - Believing on their core self, such as focusing on their values can motivate someone to succeed and continue. By finding their self-worth, it makes people a lot more resilient and stronger for possible further cases of discrimination.
2. seek support systems
 - A negative point of discrimination, is that people can internalise other people's negative self-beliefs, even though they're false (thinking they're not worthy, thinking they are not beautiful etc.) They may start to feel they are not good enough. That's why asking family or friends for help is a great solution. There is always someone there for you.
3. get involved
 - Support can clearly also come from people besides the family circle or from friends. There are like-minded groups, where a lot of people are going through the same. That is a safe space where everyone can be vulnerable and open.
4. help yourself think clearly
 - Being target of discrimination can stir up a lot of strong emotions (anger, sadness, embarrassment) Such emotions can often trigger physiological response, too. It can increase blood pressure, heart rate and even body temperature.
 - Here's a tip: try to check in with your body before reacting, like slow breathing and relaxation exercises. That way, it'll be clearer for you about how you want to respond.
5. don't dwell
 - It is normal, that after experiencing discrimination, it is hard to shake it off. There are people that find themselves reliving the moment repeatedly. Dwelling is unhealthy because someone starts thinking about what they could have done better.
6. seek professional help
 - Discrimination can lead to depression. That's why when no one doesn't feel like talking to their friends or family, they always have another option, which can be, seeing a specialist, like a psychologist that knows how to help someone manage their symptoms and find healthy ways to cope with the depression.

Chapter 2: Stereotypes

2.1 – What are stereotypes

Definition

In social psychology, a stereotype is a commonly known belief about a certain social group or individual. By stereotyping, we assume that a person has a whole range of characteristics and abilities. (“What Is My Stereotype”) By having those categories, it simplifies to us the world. But it also over-simplifies it and at some point, natural oversimplifications become stereotypes.

Comprehending prejudice will require knowing how minority members respond to prejudice and how they defend themselves against it.

Stereotypes are often created about people of specific cultures or races, like:

- Jewish people
- Dark-skinned people
- Irish people
- Polish people
- About many, many others
- Stereotypes are not only focused on races and cultures, but also on genders and sexualities. Here’s two examples of gender stereotypes:
- If you say that men are better than women, you’re stereotyping all men and women
- If you make the assumption that all women like to cook, you’re stereotyping women.

Stereotyping in the first place are not at all a negative thing, but people have over-simplified stereotypes, which now leads to discrimination and prejudice.

Positive things about stereotypes

Stereotyping is not only negative, but it also has positive things, such as enabling us to respond quickly to situations, because we may have had similar experience before. In addition, it reduces the amount of processing and thinking we must do when meeting a new person. Stereotypes lead to a social categorisation, in which the reason for prejudiced attitudes leads to in-groups and out-groups. However, there are many more negative stereotypes than positive stereotypes.

Negative things about stereotypes

There are many negative things about stereotypes. It makes us ignore differences between individuals, therefore we think things about people that might not be true. (“Stereotypes | Simply Psychology”) That’s called making generalisations.

In addition, stereotypes are not only hurtful, but also worn. It’s very unhealthy to constantly put someone down based on someone other’s preconceived perception. Stereotyping can also have the consequence of experiencing bullying from a young age. It’s an encouraging bullying behaviour that children may carry into adulthood. It can also lead people to lives driven by hate, but also by fear.

Examples of stereotypes

In recent years, the Russian government has enacted laws designed to target people from LGBTQ. They have banned depictions of homosexuality (including carrying rainbow flags and thus denying permission to LGBTQ groups wanting to organise gay pride parades.

Unfortunately, this is not a present thing. There are also many groups of thugs that are completely against homosexuality. Here's an example: "Groups like Occupy Gerontilyaj have been known to lure/beat and torture gay teens"

Here's a very interesting demonstration of gender stereotypes around time:

during the early years

Girls should play with barbies and boys should play with balls or cars
Girls should wear pink — Boys should wear blue
Ballet is for girls — Football is for boys

During youth

Girls are more patient than boys
Boys are better at sports than girls
Girls should be nice, calm and elegant
Girls are expected to be "well behaved". Boys are expected to act out

Adults

Women who have a more "masculine" style are considered being lesbians
Man who have a more "feminine" style are considered being gay
women who know what they want are unfeminine and are "bossy," or "bitches"
Victims of intimate partner violence are weak because they stay in the relationship
Same-sex couples cannot make good parents



2.2 — Different forms of stereotypes

There are many types of stereotypes, such as profiles. Here are a few of the types, such as some examples for them.

Racial profiling

Racial profiling is one of the most common types of stereotyping. Here are examples when it comes to racial profiling:

- All dark-skinned are good at sports
- It's a stereotype because it's grouping the race together to indicate that everyone of that race is a good athlete

Gender Profiling

Gender profiling is also very common. In the big picture, men are the strong ones, women are the caretakers. Here are some examples:

- Men are strong and do all the work.
- Men are the “backbone.”
- Women aren't as smart as a man.
- Women can't do as good of a job as a man.
- Girls are not good at sports.
- Guys are messy and unclean.
- Men who spend too much time on the computer or read are geeks.

Cultures

Stereotypes also exist in cultures and countries. Stereotype examples of this sort include the premises that:

- All white Americans are obese, lazy, and dim-witted. "Homer Simpson of the TV series *The Simpsons* is the personification of this stereotype." (“Stereotype Examples: 5 Common Types”)
- Mexican stereotypes suggest that all Mexicans are lazy and came into America illegally.
- All Arabs and Muslims are terrorists.
- All people who live in England have bad teeth.
- Italian or French people are the best lovers.
- All Blacks outside of the United States are poor.
- All Jews are greedy.
- All Asians are good at math. All Asians like to eat rice and drive slowly.
- All Irish people are drunks and eat potatoes.
- All Americans are generally considered to be friendly, generous, and tolerant, but also arrogant, impatient, and domineering.

Groups of individuals

A different type of stereotype involves grouping of individuals, like skaters, goths, gangsters, preps. Most of these stereotypes take place in schools. Here's a few examples:

- Goths wear black clothes, black makeup, are depressed and hated by society.
- Punks wear Mohawks, spikes, chains, are a menace to society and are always getting in trouble.
- All politicians are philandering and think only of personal gain and benefit.
- Girls are only concerned about physical appearance.
- All blonds are unintelligent.
- "All librarians are women who are old, wear glasses, tie a high bun, and have a perpetual frown on their face." (“Stereotypes - Discrimination”)
- All teenagers are rebels.
- No child likes healthy food
- Only anorexic women can become models.
- The elderly have health issues and behave like children.

Sexual stereotypes

At last, there are stereotypes involving the gender of someone.

- Any feminine man is gay
- A masculine woman is a lesbian

- Those who believe gay stereotypes may also believe that homosexuality is:
- Immoral
- Wrong
- An abomination

2.3 — Experiment of Katz and Braly

Introduction

In 1933, the biggest and most famous study involving stereotyping was published by Katz and Braly. At the Princeton Uni in the United States of American, students reported results of a questionnaire. The results of analysing the responses of students soon became very clear, after only some time of analysing the responses of students, the results were very clear. An important detail to clarify, is that almost all the students at that time, were Americans.

Aim

Their aim was to try to find out what attitudes the American people have towards different races. They wanted to understand what perception they had: positive, negative, or neutral.

Method

They were firstly given a list of ethnic group and nationalities, including a list of 84 personality traits. There were some that were very general, like reserved, intelligent and ambitious, but there were also other ones, like happy-go-lucky, aggressive, and physically dirty. They were asked to pick out of five or six traits which they thought were typical and common for each group.

Results

Many of the students agreed on many of the traits selected. Here are the top five adjectives used to describe these groups:

White Americans

- Industrious
- Progressive
- Ambitious
- Efficient
- Practical

Africans

- Lazy
- Happy-go-lucky
- Unreliable
- Naïve
- Ignorant

Germans

- Extremely nationalistic
- Intelligent
- Scientifically minded
- Industrious

English

- Humourless
- Sophisticated
- Reserved
- Conservative
- Tradition-loving

Chapter 3: Types of prejudice, explained

3.1 – Homophobia

Definition

Homophobia is known to be a fear, hatred and discomfort felt, when being around people from the LGBTQ+ community. These people include people who identify themselves as gay, lesbian, bisexual, transexual etc.

Homophobia usually is centred on misunderstanding and irrational fear. Many of those ideas come from conservative religious backgrounds, taught by parents and family. It also refers to various negative attitudes toward homosexual individuals, on an individual, cultural, and institutional level.

Homophobia can take form by insulting someone and it can escalate to violence. Such abuse is simply occurring based on the fact that the victim has a different sexual orientation than the suspect would have liked.

Homophobia isn't always obvious and even if it starts as a joke, after some time joking around, it ends up being discrimination and homophobia. A report made in 2017 by "Stonewall" on the experience of LGBTQ people in schools in Britain shows that:

- 45% of young LGBTQ people experience homophobic bullying
- 40% of those kids who experienced bullying, have skipped school.

When it comes to everyday homophobia, the word "gay" has lost its sexual connotation, as sometimes it gets used as another word like "lame" or "rubbish".

History

The word homophobia was first introduced to the world by psychologist George Weinberg in 1960. However, the concept of it can be traced too many ages ago in the ancient Greece, where it was first considered in common culture.

During the 60's, people thought homophobia were a diagnosable mental disorder that would go away after some time. In 1973, the American psychiatric association, made the decision to declare that they would remove homosexuality from being a mental disorder. Through time, homosexuality started to become more accepted in some countries. In others, it stayed the same or it got even worse.

In Britain, the acceptance of homosexuality has gone a lot up. A survey, made by the British Social Attitudes surveyed people. They asked them whether same-sex relationships are always wrong, mostly wrong, sometimes wrong, rarely wrong, or not wrong at all. The group of people who stand in "not wrong at all" has increased from 17% to 64% during these last 50 years of legislation.

Here is a timeline showing the big milestones containing what was accomplished and in what year it occurred.

Countries where there are laws against homosexuality



Source: ILGA

1967 - Sex between two men over 21 and "in private" is decriminalised

1980 - Decriminalisation in Scotland

1982 - Decriminalisation in Northern Ireland

1994 - The age of consent for two male partners is lowered to 18

2000 - The ban on gay and bisexual people serving in the armed forces is lifted; the age of consent is equalised for same- and opposite-sex partners at 16

2002 - Same-sex couples are given equal rights when it comes to adoption

2003 - Gross indecency is removed as an offence

2004 - A law allowing civil partnerships is passed

2007 - Discrimination based on sexual orientation is banned

2010 - Gender reassignment is added as a protected characteristic in equality legislation

2014 - Gay marriage becomes legal in England, Wales and Scotland”

3.2 — Sexism

Definition

Sexism is a linked belief around the nature of women such as men and around the roles they should play in society. Here’s a typical example: Women should take care of the house and of the children, while the man goes to work to keep the family financially stable.

These sexist assumptions about men and women can rank one gender as superior and better to the another.

The origin of it is unclear. However, the term sexism emerged from the ‘second wave’ of feminism which happened between the 60s to 80s. The concept of it was originally formulated to raise consciousness about oppression of women. Although, in the beginning of the 21st century, it has been included to raise awareness about the oppression of:

- Men (toxic masculinity)
- Intersex people
- Transgender people

History

Before 1939, the gender roles were very strict. However, after the great depression and WWII, some of the women who were soldiers in the battle, wanted to continue that work life and didn’t want to return to their stay-at-home life. That’s when the social revolution in the 1950’s began.

During the 50’s, after the world war, even though many women wanted to stay in the workforces, the mass media encouraged women to give up their jobs and to return quietly to domestic life. However, most of the women wished to keep their jobs. They decided to to have the right of self-determination

Sexism towards women

Sexism is very harmful, and it can produce many feelings like worthlessness, self-censorship, changes in behaviour and deterioration of health. In addition, sexism lies at the root of gender inequality. It mostly happens to women, and it happens in many ways. It can happen on a social level, but also on an economic level.

A 2017 survey made by Pew research centre in the US found out that 42% of women have already experienced gender discrimination at work. Here are some of the cases in which sexism is present:

- “Being paid less than a man for doing the same job (“What is sexism? Types, examples, and their impact”)
- Being denied a promotion because of their gender
- Being treated as less competent because of their gender
- Receiving less support from management than a man doing the same job” (“What is sexism? Types, examples, and their impact”)

There is also a 2021 study in which people said that “their gender had negatively affected their careers.” In many cases it happened that because of their gender, the amount of respect they received was very limited.

Toxic masculinity

This term is called toxic masculinity and it is used to describe exaggerated masculine traits that are accepted or even glorified in many cultures in our society. Here are some of the ‘expected things to be when being a man’:

- Strength
- Lack of emotion
- Self-sufficiency
- Dominance
- Sexual virility

According to this toxic lifestyle, a male who isn’t like this, falls short of being a ‘real man’. This type of overstate can lead to harmful imbalances in life like:

- Aggression/sexual aggression
- Suppressing emotions
- Hyper-competitiveness
- Tendency towards glorification/violence

At this moment and time, toxic masculinity has gone a lot more down, because many males in social media show a different way of being able to be ‘a man’. The pressure to be the ‘perfect men’ has gone a lot down, because slowly, those strict standards that were occurring during the last decades, are starting to fade away, which is a very positive sign for our modern culture.

3.3 – Racism

Definition

Racism is an oppression towards people of colour. It happens to a lot of people who are part of the “BAME”, Black, Asian, and minority ethnic. This is used to refer to people of non-white communities in the UK.

It can be because of how they look, their culture, their style of clothes or if they speak a different language and not the “official” language of that country.

Racism takes many forms, and it can happen in many places. Many people assume that racism is always with acts of abuse and harassment. However, it doesn’t need to involve violent behaviour. Racist name-calling is already enough to hurt someone. The exclusion of someone in groups or activities is racism as well.

Why is it wrong to be racist?

In the UK, if someone gets caught being racist to someone, they get held accountable, as racism in the UK is a hate crime. In 2019, there have been 80 000 hate crimes reported in the UK, 10% more than the year before. The main reason to not be racist, is because “it can be very damaging to someone’s well-being, when experiencing racism.

Nobody is born racist, which means that it starts slowly with time. 3 things that influence to act out or say racist things are:

- Experiences in life
- People we interact with
- Society we grow up in

When it comes to those three things that influence racism, family and friends play a big role. Here's an example of one of these situations:

If your family has been saying racist things for years, you would probably think it was ok to say those things.

Racism can also come from ignorance. "Over time, their white culture was seen as 'normal' and anything else seen as different."

History

Racism is a very complex topic and there is a lot of information regarding this problem. It all started many years ago. Millions of black people were taken from Africa and were sold or traded to become slaves.

These slave ships would come from Africa to Britain and later be reshipped to either the United States, Australia or elsewhere. Millions of families were separated and at least 24 million Africans were sold or traded around the world.

Until the 19th century that this happened. In 1832, the biggest slave rebellion took place, called the "Baptist war". Around 20 000 enslaved people participated in that action, and it took over a month for the British Empire's army to gain back full control.

Blackface

Blackface is the usage of darker skin colours on your face, to try to look darker than you normally are. In the 19th and in the 20th century, is where blackface was at its peak and where many actors used blackface to act make fun of the African community and culture. Since then, blackface is a very sensitive and offensive topic towards dark-skinned people.

Systematic racism

Systematic Racism is a combination of systems institutions and factors that advantage white people. For people of colour, it wide-spreads violence, disadvantages, and a harder way to live.

The origin of it isn't the fault of a specific person or group of people. "It is grounded in the history of our laws and institutions which were created on a foundation of white supremacy." White supremacy is a belief that white people are better than anyone and that white people only should dominate the world.

In addition to systematic racism, it takes place in non-verbal communication and behaviour, which can be judging someone, using offensive languages, bullying etc.

Chapter 4: Statistics

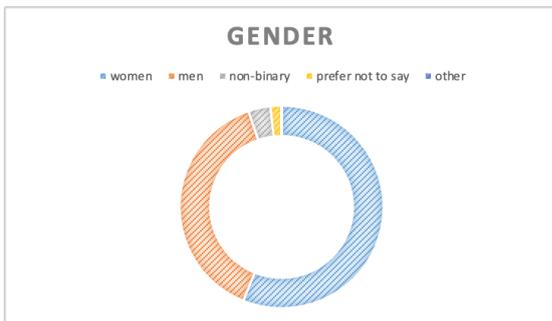
For the last chapter in my term paper, I decided to create a survey about discrimination and the impact it can have in someone. In my poll, I divided the questions into three parts:

- Personal information
- Inside of the workplace
- Outside of the workplace

About 65 people participated in my survey, students, teachers, state employees, employees from a private company and others.

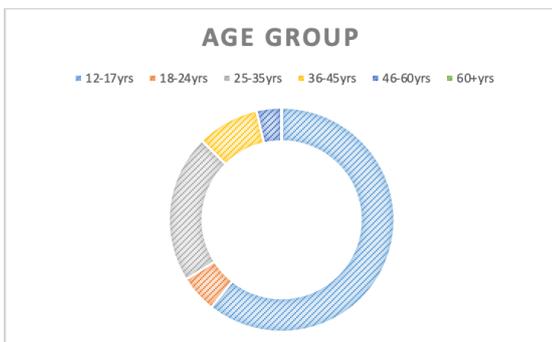
The results were astonishing. I got many results with various opinions, which helped me a lot. Now that I got the answers, I turned the responses into graphics. Here they are:

Question 1. What is your Gender?



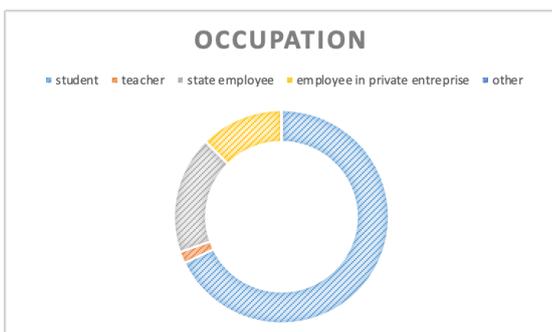
I liked to see that many people from the various spectrums took part in my survey. Not every man has the same views as women and as non-binary people. However I found out that the responses that shared similarities didn't have much to do with the gender of those people, but had more to do with the age group.

Question 2. What is your age group?



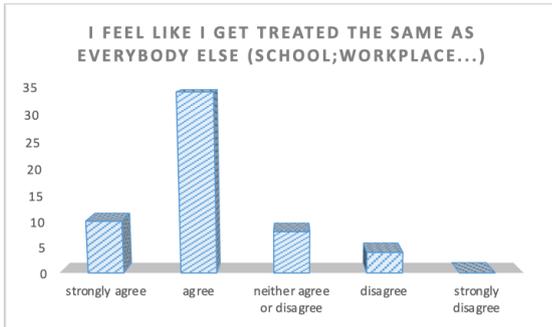
Many people from various age groups participated in here. However, the majority of them were people between 12 and 17 years of age. I find it interesting to see that many teens take part in these surveys. Discrimination and prejudice awareness is taken seriously by the last generation.

Question 3. What is your occupation?



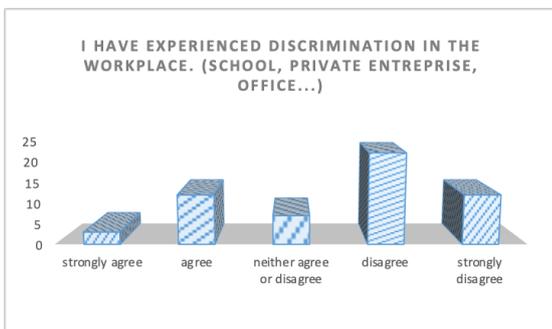
The state employees showed a lot less discrimination rates, than employees in private companies. Unfortunately, a large percentage of the students wrote down that they had at some points in their lives, faced discrimination.

Question 4. I feel like I get treated the same as everybody else in my workplace. (school, private enterprise, office...)



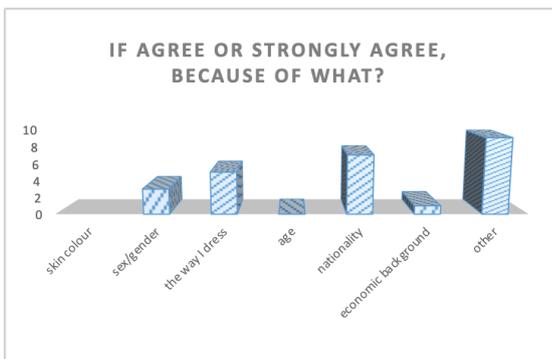
Although many people put down that they get treated the same as everybody else, there are still many people, specially students, who get treated differently because of their age, skin colour, sex/ gender etc.

Question 5. I have experienced discrimination at my workplace. (school, private company, office...)



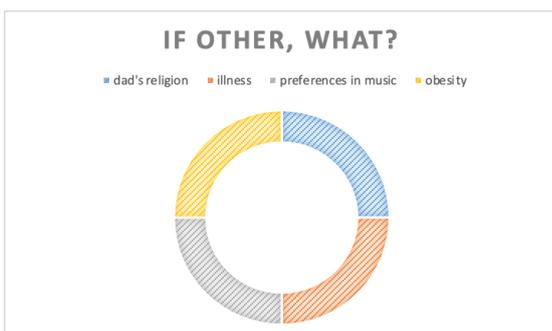
It's positive to see, that a majority of these people, to this day, haven't faced any form of discrimination in the workplace. A positive environment is very important in the workplace, as it influences the employees to be happier and with more motivation to do their job.

Question 6. If agree or strongly agree, because of what?



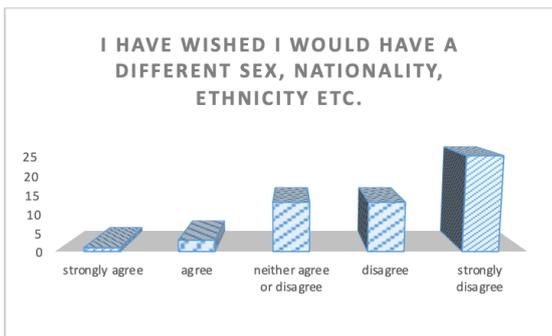
Though no one of these people had to face discrimination because of their skin colour, it doesn't mean that racism doesn't happen. Especially people coming from poorer countries, tend to get discriminated from people with a 'higher' social status.

Question 7. If other, what?



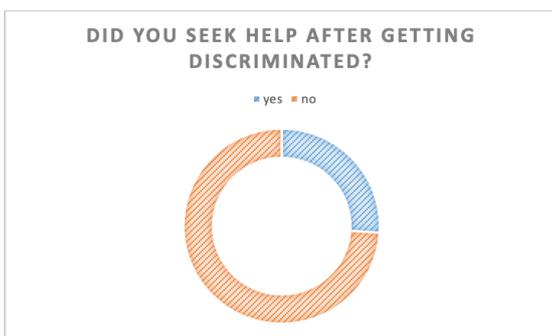
In this statistics, we learn that discrimination and prejudice can emerge from various things, like weight-gain/weight-loss, religion, illness and even preferences in either clothes, music, ways of living life etc.

Question 8. I have wished I would have a different ethnicity/sex/age...



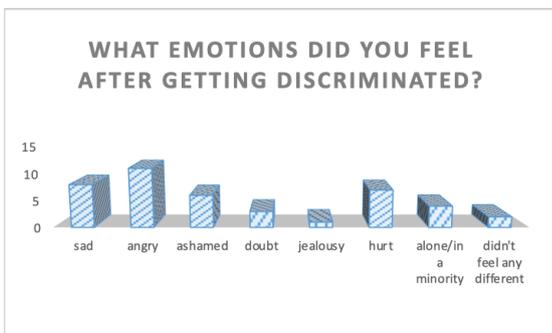
When someone gets discriminated for a long period of time, or even for a short period of time, ideas like wishing they would be 'different' may start to pop on in someone's head. However, when this starts to happen, it's important to realise that this is not good for the mental health.

Question 9. Did you seek help after getting discrimination?



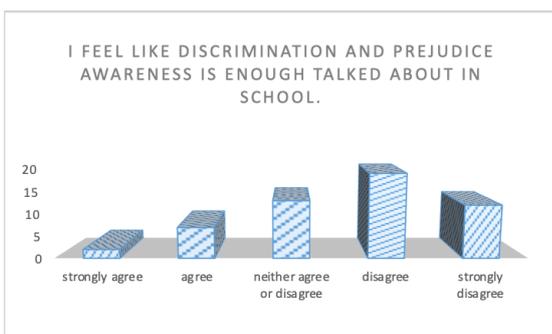
Seeking help, doesn't always mean going to therapy or talking to a professional. Depending on how much discrimination affected someone, some people, by talking with friends or family, start to feel better.

Question 10. What emotions did you feel after getting discriminated?



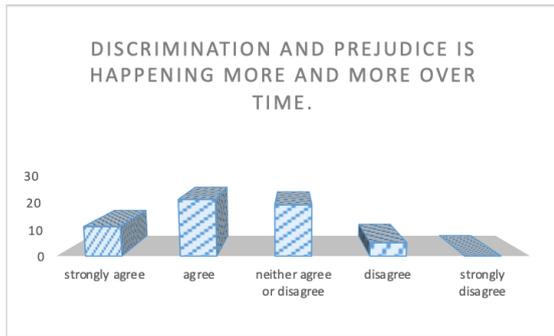
These feelings tend to be different for everyone. It also changes for everyone, some people feel sad, other people feel angry or even jealous. Other people don't let discrimination influence their lives and just don't feel any different. They continue with their lives normally.

Question 11. I feel like discrimination and prejudice awareness is enough talked about at school.



Discrimination and prejudice awareness should be more talked about at school, as this can contribute to the students feeling better and more comfortable by talking with the teachers.

Question 12. Discrimination and prejudice is happening more and more over time.



Unfortunately, this is true. Since social media started to gain more popularity, discrimination has become easier. For people, it is a lot easier to attack other people online, because they are in front of the screen, and technically, nothing will happen to them.

(I would like to thank everyone who participated in my survey, as this helped me a lot to gain more information as to how discrimination and prejudice can influence a person!)

Conclusion

The repercussion of discrimination...

Coming to the end of my term paper, I took many important topics of this essay with me into consideration. It made me understand a new point of view coming from victims who have faced discrimination and prejudice. Furthermore, after experiencing discrimination, society is built up to "hide it", because it would be shameful to publicly address it. But why is it this way? And why does society advertise an unrealistic way of living?

I found myself sometimes not knowing how to move forward with my term paper. I didn't know how to continue writing it, as I didn't know if I was putting a barrier between my personal life and coming from a neutral perspective. It was not until I published my survey, that I found the purpose of me wanting to pursue this essay.

Discrimination stands completely against the values of modern society. Its purpose is to get an untruthful idea of a certain race, sex, gender etc, with further aim to rank those people into a hierarchy to later on degrade that social group. By mocking those people, it can affect and hurt someone. In short, discrimination is a form of egoism and it is never a solution.

Discrimination can origin from many sources. In the last years, discrimination has been very present in today's society, because of social media. On social media, it is very easy to bully, discriminate, abuse etc. someone, without getting a penalty, because they're hiding behind a screen. For the next generation, it is crucially important to educate them about discrimination awareness and about the impact it can have on someone's well-being.

I learned a lot about discrimination and I got a completely new perspective of this huge problem. I learned that discrimination can start from a very small prejudice, which can slowly lead to becoming a hatred of that social group. Discrimination should be talked about, and people who have experienced any sort of discrimination or prejudice should know: you are not alone, and there will always be help for you.

"No one is born hating another person because of the colour of his skin, or his background, or his religion. People must learn to hate, and if they can learn to hate, they can be taught to love, for love comes more naturally than its opposite."-Nelson Mandela

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