

Gertrude Ezorsky

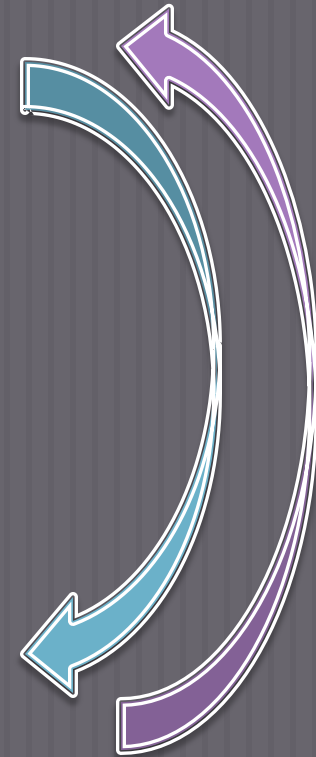
# OVERT & INSTITUTIONAL RACISM

Oppression & Justice (Fall 2013)

Laura Guidry-Grimes

# Key Concepts

- **Overt racism:** “if a harm is inflicted or a benefit withheld either because of the perpetrator’s racial bias against the victim or because of the perpetrator’s obliging the race prejudice of others” (76)
- **Institutional racism:** when an institution uses a race-neutral practice that nonetheless has a negative impact on racial minorities



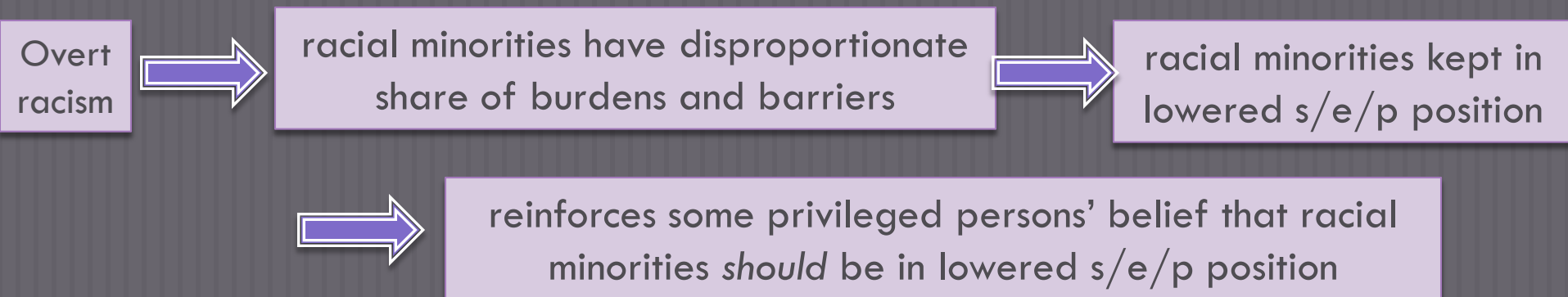
Often feed into each other

# Key Concepts

- **Racist impact:** when adverse effects of neutral practices on racial minorities are significantly due to overt racism or contribute to the perpetuation of overt racism
- How do these distinctions connect to types of discrimination (direct, indirect, organizational, structural)?

# On Overt Racism

- Racist attitudes from those in power can bar minorities from opportunities, sources of funding and fulfillment
- Racist attitudes from peers can result in environment of hostility, intimidation



- What are some other examples of overt racism?
  - Might it ever be justified to oblige the racial prejudice of others?

# On Institutional Racism

- Racially neutral policies and practices can overlook historically entrenched disparities and barriers that minorities face routinely, from childhood through adulthood
- “also reinforces future racism by contributing to the disproportionate presence of blacks at the bottom of employment” (87)
  - ▣ → Less financial and social power; immobility
  - ▣ → Reinforced stereotypes
- Do you agree with Ezorsky’s analysis of personal connections, qualification standards, and seniority status as being problematic due to their racist impact in employment?
- What are some other examples of institutional racism?

# Demands of Justice?

- Do you think it is morally problematic to work for a company that has discriminatory policies against racial minorities?
  - What sort of responsibility do you have?
- If you learned that your job offer was largely due to neutral policies with racist impacts, would you turn it down?
  - Would you be *wronging* (e.g.) black applicants by taking the job?

# Demands of Justice?



- If your company seemed to have a hostile environment for racial minorities, but those employees did not generally defend themselves, should you step up to the higher ups on their behalf?
- What if, after mentioning this issue to a co-worker, you were advised against it, since your boss seems to find subtle ways to retaliate against people who challenge him?

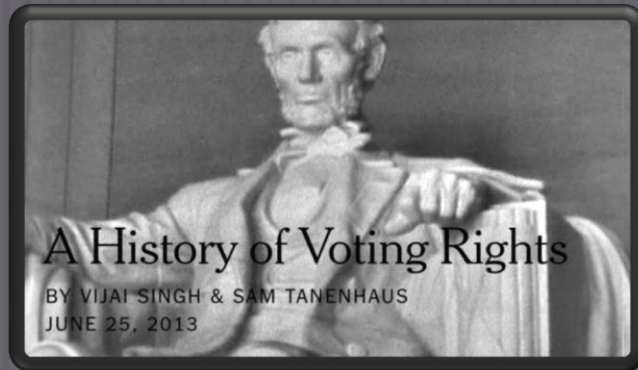
# For Your Consideration: Voting Rights Act

- 1965 Enactment: “Congress determined that the existing federal anti-discrimination laws were not sufficient to overcome the resistance by state officials to enforcement of the 15th Amendment” ([DoJ](#))
- Section of the VRA that specifies which states are under special provisions for federal scrutiny of voting changes (“map formula”) struck down in 2013 (*Shelby County v. Holder*)



# For Your Consideration: Voting Rights Act

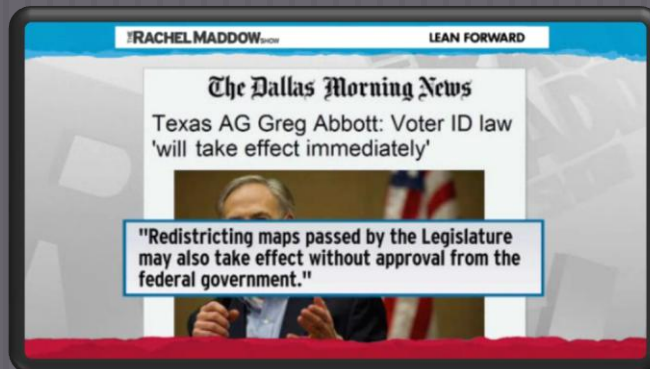
## A History of Voting Rights



## 2013 SCOTUS Decision



## Some Effects of Ruling



3:28-6:07

## Some Debate Points



# For Your Consideration: Voting Rights Act

- In our current context and historical background, what responsibility do politicians and justices have in promoting the voting rights of black and Hispanic Americans?
- If a state or local government has very few non-white politicians, is there reason to be concerned about overt or institutional racism?
  - ▣ What if there is low voter turn out among racial minorities?
- If there are (seemingly) neutral policies with racist impact re: voting, how should the affected racial minorities respond? What are their responsibilities?

Questions? Comments?