

The Vocabulary of Discrimination

PRACTICE, which results, however unintentionally, in discrimination and injustice, has various aspects. These aspects overlap to alienate, exclude, demean or to deny the worth or experience of those in powerless positions. In order to describe and discuss the practice shown in the video, we need to be able to identify what causes discrimination.

Match the defining characteristics of discriminatory treatment (in the boxes) against their definitions.

<i>BIAS</i>	<i>NORMATIVISM</i>	<i>STEREOTYPING</i>	<i>INVISIBILITY</i>
<i>TOKENISM</i>	<i>BLAMING THE VICTIM</i>	<i>EXCLUSION</i>	<i>EXPLOITATION</i>
<i>INNUENDO</i>	<i>SANITISATION</i>	<i>PATRONISING</i>	<i>ASSIMILATION</i>

1. _____: the expectation, sometimes tacit, sometimes enforced, that an individual or group will leave behind their distinctive identity in order to fit in with the majority.
2. _____: ignoring or denying the experience or presence of minority groups or powerless individuals, and behaving as though they did not exist.
3. _____: the participation of minority groups is made difficult or impossible because of the procedures or ethos of the school/classroom/unit.
4. _____: the issues of discrimination and exploitation are avoided and only non-controversial issues are dealt with.
5. _____: the experience or expectations of one group (usually the most powerful group) are made the yardstick for misleading or invidious comparisons with other groups.
6. _____: consideration of a topic is given from the viewpoint of only one group (often the majority group), resulting in a distorted view of reality.
7. _____: those who are suffering discrimination are seen to be the 'problem' and are made to bear responsibility for the fact that discrimination is taking place.

8. _____: treating those who are in the minority with condescension or pity, rather than acting to ensure that their dignity and rights

are upheld and respected, and thus displaying one's sense of greater worth or importance.

9. _____: describing an individual in terms of the supposed characteristics of a group, and thereby making assumptions about their likely behaviour.

10. _____: referring to the experience or lifestyle of minority or less powerful groups in a trivial or marginal way, and thinking, by so doing, that inequality is being redressed.

11. _____: using a less powerful person or group for one's own advantage, thereby reducing their sense of personal worth or dignity.

12. _____: a remark made by someone in the majority group to amuse his/her peers, which contains a hidden insult or disagreeable suggestion about an individual or group which is based on a stereotype.