

Institutional Discrimination

Name

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Location

Date of Submission

What is institutional discrimination?

As explained by Aronson, Wilson and Akert (2010) institutionalized discrimination comprises of the unfair and biased ill-treatment of an individual or group of individuals by society and its institutions as a whole. The ill treatment can be through unfair selection or bias, deliberate or unintended; as divergent to people making an informed choice to discriminate or victimize someone. Discrimination emanates from methodical stereotypical perceptions that are held by most of the people living in a given society where typecasts and perceptions are the custom.

Beneficiaries of institutional discrimination

In most cases, the beneficiaries of institutional discrimination are the majority of the race that happens to be party to the issue been addressed. For example, in case of the United States of America, as pointed out by Lowe (2015), even though the Americans might not be aware of the issue, they are the main beneficiaries of institutional discrimination. For example, if there happens to be vacancy in a given position, it is obvious that White person will have a better chance of being hired at the expense of a Black person who might even be more qualified and experienced while compared to the White person.

Who suffers from institutional discrimination?

In most cases, the people who mainly tend to suffer from institutional discrimination are the ones who are considered to be minority or less privileged. For example, it is common for the disabled to become victims of institutional discrimination as they are perceived as been unable to undertake some duties. In addition, in some

cases, it is also for the blacks and other races to suffer from institutional discrimination as they are the minority in the society and is viewed as being less superior to the whites (Blitz and Greene, 2008).

How is institutionalized discrimination maintained?

Institutional discrimination is mainly maintained through common help perspectives that a certain group of people is superior to a certain group. For example, the fact that the Whites are considered to be more superior to the other races has over the years played a major role in the maintenance of institutional discrimination. Moreover the fact that other people tends to believe that the views that a certain group is superior than the other can also be said to have been enhanced the maintenance of the institutional discrimination. Indeed, if all the Whites were to oppose the views that they are superior to the blacks, then there is a high chance that the perception that Whites are superior to blacks would seize in the long term.

Can Institutional discrimination be altered under a capitalist system?

In my opinion, I am of the view that institutional discrimination can indeed be altered under a capitalist system even though only under the condition that the people from different backgrounds are given equal opportunity. However, that would be hard to achieve since on one hand, there are those who are not going to be fair to all people of different backgrounds and will still have their perceptions of different types of people.

References

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