Name:

**Key**

IDENTIFYING RACISM

Identify the following scenarios as instances of institutional racism or personal racism.

Be prepared to explain the reasons for your answers.

i = institutional racism; p = personal racism

1. A company is required by law to have at least five minority employees. For the past ten years, the company has never had more than the minimum number of minorities working for it. In addition, almost all of the minority workers did maintenance work, despite the fact that there was a large group of well-qualified African American and Hispanic engineering applicants for all of the company’s vacancies.

2. Professional football has only two black coaches out of thirty-one teams, despite the large number of African Americans who have contributed to the game as players.

3. A landlord refuses to rent a house to an Asian American couple because he doesn’t want “those kind of people” in his house.

4. A real-estate company actively avoids showing African American families houses in “white” neighborhoods.

5. Television news programs report on crime in poor African American and Hispanic neighborhoods while rarely noting crimes in white suburbs.

6. A person paints swastikas on graves in a Jewish cemetery.

7. A restaurant chain consistently refuses to serve, or gives poorer service, to people of color than to white customers.

8. A mall store employee “keeps an eye” on African American customers.

9. A college professor refuses to call on Hispanic students in class.

10. A police department uses “profiling,” in which certain types of people (usually young black males) are pulled over and questioned even though they are not specifically suspected of any crime.

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