

# Institutional Racism: Organizations, Public Policy, Black Studies, and Critical Perspectives

Institutional racism, a deeply ingrained and pervasive form of systemic inequality, manifests itself across various societal institutions, including organizations, public policy, education, and the criminal justice system. This thought-provoking book provides a comprehensive examination of institutional racism, exploring its insidious nature and far-reaching consequences.



## Institutional Racism, Organizations & Public Policy (Black Studies and Critical Thinking Book 46)

by Scott McGregor

★★★★★ 5 out of 5

Language : English  
File size : 2825 KB  
Text-to-Speech : Enabled  
Screen Reader : Supported  
Enhanced typesetting : Enabled  
Word Wise : Enabled  
Print length : 176 pages



## Institutional Racism in Organizations

Organizations, both public and private, are not immune to the pervasive influence of institutional racism. It can manifest in various forms, such as unequal hiring and promotion practices, discriminatory workplace policies,

and a lack of diversity and inclusion initiatives. The book delves into the subtle and overt ways in which institutional racism operates within organizations, shedding light on its detrimental impact on employees of color.



### **Institutional Racism in Public Policy**

Public policy plays a significant role in shaping the lives of all citizens. However, it can also perpetuate and reinforce institutional racism. The book analyzes how public policies, such as those related to housing, education, and criminal justice, can disproportionately affect communities of color. It examines the historical roots of these policies and their ongoing impact on racial inequality.



## **Institutional Racism in Black Studies**

Black studies is an academic discipline that focuses on the history, culture, and experiences of the African diaspora. The book explores how institutional racism has influenced the development of Black studies as a field of study. It examines the challenges and opportunities faced by Black scholars and students in academia, and discusses the importance of critical perspectives in understanding the complexities of race and racism.



## Critical Perspectives on Institutional Racism

Critical perspectives offer valuable insights into the nature and consequences of institutional racism. The book presents a range of critical theories, such as critical race theory, intersectionality, and postcolonialism, and examines their application to the study of institutional racism. These theories provide a deeper understanding of the systemic and structural factors that perpetuate racial inequality.

# INSTITUTIONAL RACISM

Institutional racism is a form of racism that occurs when institutions (such as governments, schools, workplaces, etc.) discriminate through their policies and practices.

## DEFINITION

The collective failure of an organisation to provide an appropriate and professional service to people because of their colour, culture, or ethnic origin. It can be seen or detected in processes, attitudes, and behaviour that amount to discrimination through prejudice, ignorance, thoughtlessness, and racist stereotyping." (Macpherson, 1998)

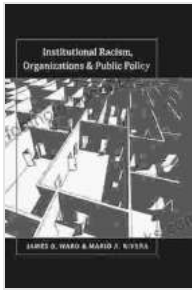
## EXAMPLE

**Workplace discrimination:** This occurs through unequal pay, underrepresentation, biased hiring, etc. In the USA, African American workers, on average, earn 26.5% less than their White counterparts. Furthermore, people of color are underrepresented in leadership positions, constituting only 10% of executives in Fortune 500 companies.

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Institutional Racism: Organizations, Public Policy, Black Studies, and Critical Perspectives is an essential resource for anyone seeking to understand the complexities of institutional racism and its impact on society. It provides a comprehensive analysis of this pervasive form of inequality, offering critical insights and practical recommendations for dismantling systemic barriers and promoting racial justice.

This groundbreaking book is a must-read for scholars, policymakers, activists, and anyone committed to creating a more just and equitable world.



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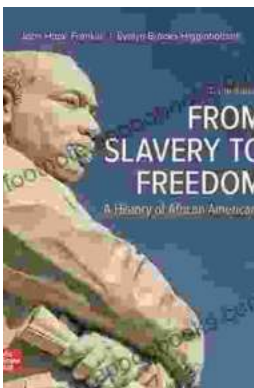
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