

SYSTEMIC DISCRIMINATION

Systemic discrimination refers to the inherent and often unconscious biases that exist within a society's systems, policies, and institutions.

DEFINITION

Marginalized groups tend to face discrimination at higher rates. These include: racial and ethnic minorities, women, indigenous people, and people of low socioeconomic status.

Systemic discrimination is normalized and embedded in our social institutions, so much so that both marginalized groups and their allies often feel powerless to weed it out of the system.

EXAMPLES

- **Police Racial Profiling:** People of color are often disproportionately targeted and 'over-policed', such as when a person of color is looked upon with suspicion when walking into a supermarket.
- **Gender Wage Gap:** In many countries, women continue earn less than men for performing the same work.

Beyond Systemic Discrimination Beyond Systemic Discrimination

SJ Ball



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