

RACISM AT AN EDUCATIONAL SETTING

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INTRODUCTION

Racism is a kind of prejudice where people are discriminated against a defined caste or race. People of different race and ethnicity have different taste. It varies from one culture to another. In our society, different races are positioned according to the superiority of their races (Assari et al.,2018).

Less than 1% of the professors are black who are being employed at universities based in UK. There have been very few British Universities who have been recruiting black professors. Out of 21,000 professors, only 140 have been identified as blacks. Out of many only three universities had employed two senior black academicians in UK.

Racial Discrimination is a concept where a set of people are discriminated against their race. Activities include segregating people from eating in a restaurant, using a bathroom, going to schools and many others.

Currently in UK, a large number of Black Skinned people have been subject to discrimination. The UK government has taken an initiative like that of 'No More Exclusions', which would limit the rate of discrimination at schools. The Black and Minority teachers have been the subject of racial discrimination. It is because of discrimination, majority of the black teachers have been resigning from their jobs.

UK has been going through a period of crisis in retaining professionals of educational institutions.

In accordance to a report, it has been found that the black and ethnic minority teachers in British schools have been a participant of endemic and institutionalised racism. On an average, more

that 31% of black and minority teachers in UK have been the victims of discrimination at work as compared to that of white skinned people.

BACKGROUND OF RACISM IN WORKPLACES

Racial Discrimination is one of an emerging problem which has been taking place in the working environment.

The Equal Employment Opportunity Commission is imposed by implementing anti-discriminatory laws at the workplace. The Equal Employment Opportunity Commission evaluates complaints against the employers who are found not to be adhering to the laws and policies of the anti-discrimination employment laws (White-Davis et al.,2018).

In a working organization, there are different forms of discrimination. This can affect the company in various forms. The acts of discrimination could be like behaving in an inappropriate manner and some might be subtle in nature. A senior officer could be found harassing an employee within the organization. However, it is the Equal Employment Opportunity Commission who has clearly mentioned that it is illegal to differentiate against an employee based on their race, ethnicity and gender respectively. Majority of the companies have been stringent about sexual harassment as well.

CASE STUDY

Here, in this section a case study on the issue of racism would be discussed. This would help to get a clear idea on how racism works in an educational sector.

A woman named Anna, who had been 40 years old, was seemed to be teaching in a primary school. She belonged to a black minority ethnic community. The woman had to go through a lot of difficulties while teaching at schools. The students belonged more from white skinned background. They used to mock at her. It daunted her throughout the day. She became a victim

of racism. This made her compel to quit her job. It was mentally, emotionally very strenuous in nature. These incidents took a toll on her. She was devastated.

The colleagues of Anna were too harsh towards her. They did not sit beside her. They all preferred to sit somewhere else apart from seating beside her. They bullied her because of her colour and race. People were too insensitive on their part. Anna could not believe that being a black minority ethnic might turn out to be so much frightening for her.

In the light of promotion, Anna was not given the same. Further, she was assigned to perform menial tasks which were least important and had no significance in influencing the educational sector. However, the important job roles were being assigned to the white skinned peers. The role of being a leader was given to the white skinned people and not to Anna. Anna was one of a lady who belonged to the Black Minority Ethnic community. She had no importance in the society.

Hence, it is distinct, that Anna was the victim of racial discrimination at the workplace.

In accordance to the study, administered by National Institute for Health has helped in showing a relationship between the perceived discrimination prevalent in workplace and negative influence on the physical and mental well being of employees. However, after conducting the research it was found that discrimination had affected the psychological and physical well being of employees.

In a working environment, there are a number of people who are being subject to bullying, harassment and discrimination. This affects the job security, work performance and well being of an employee. This in turn gives a negative approach to the culture of workplace.

However, making the employees to work on all Sunday is a kind of indirect discrimination. It is a discriminatory act against the Christians. It is so because, they consider Sundays to be a day of worship.

In recent times, pay gap between different genders pose a significant discrimination in most of the countries. Speaking in this regard, women are given less pay as compared to that of men. Black and minority ethnic women faced problems in acquiring a job. Men were believed to be more qualified. However, in recent scenario a large number of people do believe that a discrimination do prevail in the society.

In accordance to a survey, it has been observed that most of the black minority teachers left the profession because of the workload, low income. The staff members of Black minority ethnic are mostly found in lower level roles.

The experience and qualification of a black minority woman does not really matter in the educational sectors. No matter, how good a person is they would not be assigned a leadership role.

In regard to gender, about 10.8% of Black Minority Ethnic male teachers are recruited in primary schools. However, 18.7% of them are recruited in secondary schools. The races of black minority ethnicity are given less preference in professional teaching. In accordance to a study, it has been surveyed that the African Caribbean teachers had conveyed the requirement of a curriculum which would be given more importance to their culture existing in UK.

On contrary, it has been noticed that the white skinned professionals failed to provide a focussed curriculum which would be catering the learning needs.

Companies should employ both young and old aged people for their company. It is so because of the fact that, the young people are full of enthusiasm and the aged people do have a lot of experience.

IMPORTANCE OF RACISM AND ITS EFFECT IN EDUCATIONAL SECTORS

The Black population who have been living in UK are more susceptible to problems like racial discrimination. Particularly, the blacks have always been considered as the lowest rung in the workplace.

As per Jonathan Kanter, director of the Centre for the Science of Connection in Seattle said , “Micro aggression is the modern form of racism.” In order to eradicate racism, one needs to decrease the amount of micro aggression one has in them. Micro aggression could be divided into a number of categories like micro assaults, micro insults, micro invalidations (Kwansah-Aidoo et al.,2018).

In a recent study, the researcher had gathered information about the extent to which the employees were treated badly in the working place (Marchiondo et al.,2018). The researcher particularly focused on drawing a difference between black and white employees. In accordance to the data collected, it was found that the black skinned employees had significantly received a bad treatment as compared to the white skinned employees (Levchak et al.,2018). Racial Discrimination has brought a devastating effect on a number of British schools. The UK government has newly launched an audit which would be discussing about the racial inconsistency in public services.

According to The Women in The Workplace 2018, women who were a part of the company were not given adequate representation. They were hardly promoted as manager in an organization. Men were given the main preference of becoming a manager. Managers in the company must look out for cases of stereotyping people. Majorly, stereotyping occurs due to lack of information and false conceptions. Use of derogatory comments should not be practiced in the working environment.

As per a marketer in West London, *“Whether I deliver a project on time, or early, add bells and whistles, I often feel that my work is never deemed good enough.”*

In the light of education sector, college-educated blacks have found that their race have influenced negatively on them. It has caused a hindrance in succeeding further. 57% of blacks have a firm belief that being racially backward has hurt their sentiments in going ahead in their lives (Dickens et al.,2018).

Racism has been often recognized in majority of the educational sectors. The students in the schools are affected to a large extent. This in turn hinders the process of development and success of students in the schools. Communities who are poor salaried people do not get a proper access to equipments like that of computers and enabling out of class programs. All such facilities help in further development of children. However, such children who belong to low ethnic class do not get the privilege to acquire the basic education.

Reportedly, the Black and Minority teachers are not given adequate representation in an educational setting. They are found to be less paid as compared to their white skinned peers. It is also on the grounds of their skin colour, they find it difficult to provide a job for them.

The Black Caribbean teachers are excluded from any form of social gatherings. However, about 1,000 black and minority ethnic teachers were being surveyed in the UK. In accordance to the survey, it was found that the black and minority teachers were often being given responsibilities which were least important. They were not assigned with challenging tasks or even the leadership roles.

They were often being labelled as the trouble makers in the society. Black and Minority were being stereotyped as ‘aggressive’ if they were found to be challenging any decisions.

Based on a government data, the white skinned people are found to be dominating the managerial level at workplaces. It has constituted about 62.7% of the total employees to be serving the top managerial position in UK.

MEASURES TO ERADICATE RACISM AT WORKPLACE

- a. Educating the employees is one of a crucial step in reducing the level of discrimination in workplace. The employees should be trained which would help them to understand what are the do’s and don’ts (Kirkinis et al.,2018). It is the responsibility of managers and supervisors, to protect people from the discriminatory practice (Groos et al.,2018).
- b. Educational institutions must generate equal opportunities policy. Policies would refrain the employees from using derogatory comments in future. This would lead to reduction in issues like that of racism in working place. Policies would in turn help to protect the employees in the long run (Harnois et al.,2018). Hence, they will not feel threatened. The mental and physical well being of employees would be maintained. The productivity would increase if the employees are found to be well balanced.
- c. The culture of a company must motivate the employees to respect the cultural differences of each other.
- d. A complaint in the name of discrimination should be resolved as fast as possible. The staff members should feel free to listen to their problems and resolve them accordingly (Essed et al.,2018).

- e. Companies must provide equal opportunity to all of its employees in the workplace. They must pay attention in reviewing policies, promotion policies, conditions of service, and many others. They must make sure that it is through these aspects, the company could provide equal opportunity to its employees. Irrespective of one's caste, race and ethnicity people should be given equal respect to all.
- f. Institutions must maintain a level of transparency in their policy system.

CONCLUSION

Conclusively, it could be stated that the issue on racism has been discussed effectively. Moreover, it has also been discussed that how racism affects the employees at workplace. Factors like race, class, gender, sexual orientation puts an impact on the learning process. Employees working in the companies are often subject to racism. Racism and sexism heavily influences the Black women. Particularly our society has labelled the black women to be intellectually and morally inferior in nature. Being a woman they have been tagged as having an inadequate degree of intellect. Discrimination at workplace is often characterized by unfavourable treatment on the grounds of gender, sexuality, race, religion, disability and many others. Speaking in the light of gender, women are still considered to be caregivers and hardly seen in pursuing their careers in science related subjects. Compared to that of men, women face a lot of barriers in respect to pursuing adult education. Due to insufficient funds, the learners do not get to learn proper computer courses. It has been one of the barriers which have been faced by low income learners. There have been few universities and colleges which have been averting LGBT clubs. Such an activity has been depriving students from getting an access to social support. Hostile environments could lead to a negative impact on the students who belonged to LGBT communities. Students should be open in discussing about sexual orientation. This would help in benefitting the students belonging to LGBT community.

Further, the steps have been discussed which would help in eradicating the issue of racism prevalent in our society. Moreover, mitigating the issue would help the working environment to be diversified. Diversification in the working place should be maintained. This would help the employees to work collectively and cooperatively with each other. This in turn would help

to mix with other people belonging from different cultures. Diversified culture helps in building innovative ideas. More the innovative ideas, it would thereby enhance the rate of productivity of the company.

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