



Racism and discrimination are complex social issues that have existed throughout history and continue to impact societies worldwide. Here are some key facts:

## **General Facts About Racism and Discrimination**

### **1. Definition:**

- Racism is prejudice or discrimination against individuals based on their race or ethnicity, often tied to the belief that certain races are superior to others.
- Discrimination can also occur on various other grounds, including religion, gender, age, disability, and sexual orientation.

### **2. Forms of Racism:**

- **Individual Racism:** Personal beliefs or actions that perpetuate stereotypes or biases.
- **Institutional Racism:** Policies or practices within institutions that create disadvantages for certain racial groups.
- **Systemic Racism:** Historical and societal structures that maintain racial inequality over time.

### **3. Historical Context:**

- Slavery, colonization, and apartheid are historical systems rooted in racism, causing long-lasting inequalities.
- Jim Crow laws in the United States enforced racial segregation until the mid-20th century.
- In South Africa, apartheid legally segregated the population until 1994.

#### **4. Global Impact:**

- Racism exists globally, with varying expressions depending on local contexts. For example:
  - Xenophobia in Europe targets immigrants and refugees.
  - Anti-Indigenous discrimination persists in the Americas and Australia.
  - Anti-Asian hate crimes increased worldwide during the COVID-19 pandemic.

#### **5. Psychological Effects:**

- Experiencing racism and discrimination can lead to anxiety, depression, and other mental health issues.
- It also contributes to societal issues like reduced access to education, healthcare, and economic opportunities for marginalized groups.

### **Facts About Discrimination:**

#### **1. Gender Discrimination:**

- Women worldwide earn about 20% less than men for the same work (gender pay gap).
- Discriminatory laws and practices in some countries restrict women's rights to education, work, and inheritance.

## **2. Disability Discrimination:**

- People with disabilities often face barriers to education, employment, and accessibility.
- The unemployment rate for people with disabilities is significantly higher than for those without.

## **3. Ageism:**

- Older adults and young people can face discrimination based on age in the workplace or society.

## **4. LGBTQ+ Discrimination:**

- In over 60 countries, homosexuality is criminalized, and discrimination against LGBTQ+ individuals is widespread.

## **5. Religious Discrimination:**

- Religious minorities often face hate crimes, restrictions on worship, and systemic bias.

## **Efforts to Combat Racism and Discrimination:**

### **1. Legislation:**

- Civil Rights Act (1964, U.S.) outlawed segregation and employment discrimination.
- Universal Declaration of Human Rights (1948) promotes equality globally.

## **2. Education:**

- Anti-racism education and diversity training are tools to address biases.
- Awareness campaigns highlight the importance of inclusion and equality.

## **3. Movements:**

- Black Lives Matter (BLM) has become a global movement to combat police brutality and systemic racism.
- Indigenous rights movements advocate for the recognition and rights of Indigenous peoples.

## **4. Data and Advocacy:**

- Organizations like the United Nations, Amnesty International, and Human Rights Watch document and fight against racism and discrimination worldwide.