

RACE AND ETHNICITY

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Form of diversity

- Color
- Gender
- Sexual orientation
- Religion
- Age
- Disabling condition
- Culture
- Income
- Class

(Shriver, 1995)

Perceiving a Difference in Race

- “Goodman (1952) reports that by age four or five the vast majority of children have awareness of racial characteristics as well as some awareness of the social implications of racial categories.”

Sociocultural Factors Affecting Therapeutic Intervention



- Traditional Middle Class Culture
 - New Middle Class Culture
 - Lower Sociocultural Groups

Race and Racism

- - History of Denial
 - History of Racism
 - Student Protests
 - Riots
 - Xenophobia

The Trifurcation of Racism

- - Discrimination
 - Institutional Racism
 - Black Inferiority

Race and Family Treatment

- “Historically, it has been the weaknesses of minority families rather than their strengths that have received attention (Moynihan, 1965). This fact, it should be noted, has been true of the practice literature for white families also (Bell & Bell, 1982)”

Basic concepts

- Diversity = appreciation of differences between groups
- Prejudice = prejudging without knowledge
- Stereotype = mythical attribute based on group membership
- Discrimination = negative or unfair treatment due to membership in a social group

Elements of Discrimination

- - unequal access to power
 - reduced opportunities in education and employment
 - reduced access to health care
 - housing discrimination
 - stigmatization

Discrimination leads to:

- - poverty
- alienation
- social isolation
- psychological stress

Affirmative Action

- political response to past and present societal discrimination of "minority" groups through
 - 1. recruitment of minorities
 - 2. making sure qualification criteria do not exclude certain groups
 - 3. establishing goals for bringing in those from underrepresented groups
- (Vasquez)