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Essay 2

Everyday institutional racism or sometimes known as systemic racism occurs in our regular life, every single day. This racism refers to how white superiority is imbedded into our everyday lives at a bigger level or a level based off of systems. Systems that can include but not limited to laws, regulations, education, and hiring and housing processes. The thought that white people are superior has been going on so long that the assumption of superiority can permeate thinking of people whether it be consciously or subconsciously (O’Dowd, Mary Frances. 2021). This way of thinking and this particular racism can sometimes be invisible, because there are so many anti-discrimination laws and many people do not think of themselves as racist but still benefit from the systems that support the idea that white is superior. Systemic racism silences, restricts and degrades cultures and damages the honest society we thrive to create.

Interpersonal racism is arguably a little closer knit. This is a branch of racism that occurs between individuals. The acts of interpersonal racism is what we tend to hear in the media when it comes to hate crimes, job or housing discrimination, negative comments about people of color, derogatory behavior to people of color by police officers (“What is Interpersonal Racism?” 2020). These two types of racism although seemingly very different you can’t have one without the other. Interpersonal is big and in everyone’s face, it’s what gets the most attention, it gets people to look. Institutional racism is quite and behind the scenes, but it’s behind the scenes of the acts of interpersonal racism. It’s helpful to know a good deal about both of these types of racism because learning about the acts of interpersonal racism can help us to try and destroy institutional racism.

It’s becoming increasingly more popular to hear about black businesses and black owned companies like blank banks and ethnic restaurants. This type of recognition further in forces the thinking that “regular” banks and businesses are there to serve white people. Many American businesses profit from a white dominate workforce to typically it is reinforced. There was a meta-analysis done that showed high levels of hiring discrimination against black men has remained constant since the late 1980’s (Ray, Victor 2019). This is institutional racism because why is it that this still persists? Racism and discriminations has been outlawed and most businesses and organizations never say they’re racist and sometimes even advertise to be all inclusive but the systemic racism is shown through their hiring process and the look of their workforce.

There is a lot of false hope when it comes to breaking down the racism in America. It is proposed that black people can close the wealth gap by doing certain things but in reality it wouldn’t actually do anything (Rabouin, Dion. 2020). It’s said that black Americans should focus on educations and family structure and putting money into black organizations. Even if back Americans did these things the institutional racism is not going to let them. Putting money into black owned businesses can reinforce that they businesses are separate. When it comes to education, black households who have completed a college degree have lower net worth than white households headed by someone with less than a high school education (Rabouin, Dion. 2020).

Within the last 5-10 years at least, racist cops have exploded all over the media. The Black Lives Matter movement came to life. The percentages of people killed by police officers are pretty relative to their population size (Ray, Rashawn 2020). So according to the article by Rashawn Ray, white people where the highest population to be killed by police but that is because they have such a bigger population in general. The institutional racism may be very hidden in this example because it is largely interpersonal racism that that is seen.

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