

*Commentary***Societal racism and their types**

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DESCRIPTION

Societal racism is the legitimacy of a set of institutional, historical, cultural, and interpersonal practices in a society that puts one or more social or racial groups in a better position to succeed and hurt other groups in order to improve long-term divisions. Societal racism is also called structural discrimination, because, according to Carl E. James, society is structured in a way that does not involve a large number of people from small backgrounds participating in social media. Social racism is sometimes called systemic racism as well. Racism is not just a person's ideology but a complete set of values, attitudes, practices, situations, frameworks, policies and procedures that ultimately benefit the race.

Racism is more widespread than racial discrimination. Although the Constitution aims to combat racism through public education and the promotion of human rights, not all forms of discrimination can be dealt with through the current human rights grievance process. Nevertheless, racism plays a key role in promoting racism. Racism can be identified by beliefs, policies, attitudes, and actions. Racism comes in many forms, including;

Individual or internalized racism: Individual racism is caused by personal discrimination. When presented with caution, one is aware of their prejudice and bias. In most instances though, individual racism is insidious and unconsciously shapes beliefs, attitudes and decisions. This is a very common, yet incomplete understanding of racism, because it focuses on the fact that individuals are 'racist' or 'not racist'. Just as individuals can be agents of racism, it is not just an individual factor and is organized and works to protect special relationships in our society.

Interpersonal racism: This is racism that occurs among people. It is the capture of negative attitudes toward a particular

race or culture. Discrimination between people often follows the example of the victim/perpetrator.

Institutional racism: Recognizing that racism does not have to be personal or intellectual, institutional discrimination refers to institutional and cultural practices that perpetuate racial inequality. Benefits are designed to help powerful groups as well as cost others.

Structural racism: Structural racism refers to the ways in which institutional co-operation (i.e., institutional planning and collaboration) produces the effects of racism, even when there is no intention of discrimination. Indicators of structural racism include power inequality, unequal access to opportunities, and the effects of racially diverse policies. Because these effects are reinforced across most institutions, the main causes of structural racism are difficult to distinguish. Structural racism accumulates, is widespread, and lasts a long time.

Everyday racism: Refers to the normal interactions with people, services or programs that leave Aborigines and Torres Strait Islanders feeling racist in a subtle or negative way. It can be intentional or unintentional. It recognizes that racism is organized and is reinforced by common, everyday processes such as racial discrimination.

Internalized Racism: The internalization of the racist stereotypes, values, images and ideologies perpetuated by the white dominant society about one's racial group.

Not all racism is obvious. An employer may consider a list of job applicants and decide not to speak to people who have a valid Arabic surname. Or a young man of African descent might be pursued by a group of guards who think he is stealing something. These kinds of prejudices can be very difficult to deal with, because they involve discrimination that we often do not talk about or think about.

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