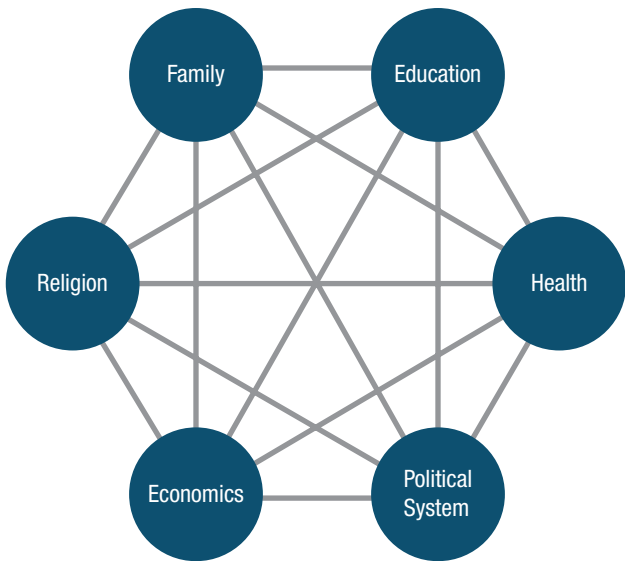


FIGURE 8.5 Side-Effect Discrimination



Each circle represents a different institution—family, education, religion, health, political-legal system, and economics. These meso-level systems are interdependent, using information or resources from the others. If discrimination occurs in one institution, the second institution may unintentionally borrow information or practices that result in discrimination. In this way, discrimination occurs at the meso level without awareness by individuals at the micro level.