

ENGAGING SOCIOLOGY

Using and Relating Key Concepts

Figure 8.8 indicates the levels at which discrimination can operate and how such acts can be intended or unintended.

FIGURE 8.8 Understanding Key Concepts

	Micro Level	Meso and Macro Level
Conscious and intended	Prejudice and individual acts of direct discrimination	Direct institutional discrimination
Unconscious and unintended	Color-blind perspective	Indirect institutional discrimination Side-effect discrimination Past-in-present discrimination

Engaging With Sociology

1. Define and give an example of the term(s) or concept(s) in each of the preceding boxes.
2. Identify ways that each of these elements of intergroup conflict might foster the others.
3. Describe how you might take steps to counter each of the various types of discrimination.