



**Institutional Discrimination Exercise** (shared by Keith O'Brien, from Susan Goldstein, taken from Cultural Pursuit<sup>1</sup>)

Each of the following policies is presented for discussion in terms of:  
whether it represents a form of institutional, i.e., systematic)  
discrimination;

1. which groups, if any, are discriminated against;
2. the purpose of the policy; and
3. if the purpose is a valid one, how else it might be achieved.

Policies:

Children of alumni receive preference for admission into some private colleges.

Persons accused of a crime who cannot post bail are imprisoned and thus appear in court dressed in prison uniform, often in handcuffs.

An employment agency advertises for an "All-American type" to fill a public relations position.

Employees of a particular university are allowed free tuition, as are their spouses.

A corporation decides to fill an opening "in-house" rather than advertise.

A teacher requires an oral presentation as part of the final grade.