

## **Unit III: OTHER GROUPS**

SOC/SWK 4100  
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## **Focus on Gender**

The suffrage movement  
in the U.S. began in  
1830's and is linked  
with the abolition  
movement.

### **Minor v. Happerset (1875):**

supreme court ruled that females born in the U.S. were  
a special category of non-voting citizens

### **19th Amendment (1920):**

gave women the right to vote

### **Equal Rights Amendment (1972):**

protection from sex based discrimination  
passed through Congress to be ratified by states

--1982 --Alabama, Arizona, Arkansas, Florida, Georgia, Illinois, Louisiana, Mississippi, Nevada, North Carolina, Oklahoma, South Carolina, Utah and Virginia

## Title IX Educational Amendment (1972):

prohibits discrimination on the basis of sex in educational opportunities (equal for genders)

## Deburca vs. Attorney General (1975):

individuals can not be excluded from a jury due to gender

## Equal Employment Opportunity Commission (1980):

agency that investigates gender discrimination cases

## Lilly Ledbetter Fair Pay Act of 2009

- Ledbetter v Goodyear Tire & Rubber Co (2007)
- amends Civil Rights Act of 1964
- 180 day statute of limitations for filing lawsuit resets with each new paycheck affected

## Focus on Sexuality and Identity

## How many people in the US are not heterosexual?

Kinsey research estimated  
40% have some desires/behaviors  
10% of population sole identity/behaviors  
Current data - about 4% of population

## Who is considered to be a sexual minority?

Lesbian  
Gay  
Bisexual  
Transsexual  
Intraseual  
Asexual  
Questioning

## Treatment of LGBT individuals may be based in part on some cultural myths

- easy to identify
- unproductive
- universal lifestyle
- promiscuous
- sexually obsessed
- sexual predators
- all have AIDS
- bad parents
- it is about you

The catalyst event for the social movement of LGBT population was the Stonewall Riots in New York City, 1969

A major issues for social equality has been the right to marry

Supreme Court -  
*Obergefell v. Hodges*,  
June 26, 2015

Hate-crime laws are left up to each state (crimes motivated by bias that target persons based on their actual or perceived race, religion, gender, national origin, sexual orientation, disability, gender identity or ethnicity)

## Debate over military involvement

### Connections to:

- policies and politics
- housing
- education
- work opportunities
- health and mental health

## Focus on Differently-Abled

### National Rehabilitation Act (1920):

expanded Defense Act of 1916 to provide some services for the general public

### Social Security Act (1935):

provided specific funding for the assistance of the elderly, blind and children with disabilities

## Social Security Disability Insurance (1956):

- 3 general categories
  - insured workers disabled before 65
  - widows, widowers of those disabled before 60
  - disabled children of eligible workers

## Ed Roberts (1962):

first severely disabled student to attend a University  
(UC at Berkeley)

## Architectural Barriers Act (1968):

mandated physical accommodations in Federal Buildings

## Urban Mass Transit Act (1970):

mandated all urban transit systems accommodate the differently-abled

## ADAPT (American Disabled for Accessible Public Transit):

advocacy group established to force compliance with Urban Mass Transit Act  
(first formed in Denver)

## Rehabilitation Act (1973):

outlawed case “creaming”  
established affirmative action in govt. contracting  
more funding for architectural barriers in public places

## Developmental Disabilities Bill of Rights (1975):

protection of developmentally disabled  
focus on independence and integration

## Equal Education For All Handicapped Children Act (1975):

- created “mainstreaming”
- established IEP for each student
- funding for early intervention
- focus on least restrictive educational environment
- updated/renamed in 1990 (IDEA - Individuals with Disabilities Education Act)

## Fair Housing Act (1988):

prohibits discrimination in selling and renting on basis of: race, sex, disability, family status, and national origin

must make “reasonable accommodations” paid for by the renting individual

## Americans with Disabilities Act (ADA) (1990):

prohibits discrimination in:

- employment (over 15 employees)
- transportation
- telecommunications
- public places
- public services

## Connections to:

- policies and politics
- housing
- education
- work opportunities
- health and mental health

## Focus on Global diversity and issues

## What are the challenges?

## What is culture?

a blueprint or program for what humans do (gives meaning to the world for the individual)

## What are some of the basic functions of culture?

- human survival
- classification of the world
- interpretation of behavior
- means of problem solving
- socialization
- social organization and control
- values and behaviors are provided

## What are some personal factors affected by culture?

- identity and role expectations
- means of communication
- beliefs and attitudes
- appearance
- social behavior
- emotional expression

## How basic functions and personal factors impact group relations?

- many influences are manifested as unconscious constraints and compulsions
- social behavior can be confused based on the groups perspective

## How does biology interact with culture?

culture provides the context for how biological needs are to be met

## Socialization is:

learning the basic social and mental skills necessary for functioning in human society  
(a guided process)

## Primary and secondary socialization:

Primary: occurs from the individuals main caretakers

Secondary: occurs from the broader influences in society

- both can be formal and informal

## Behavioral determinism:

despite individual differences, within cultures people behave in similar manners  
(cultural constraints on contextual behaviors)

## Intra-cultural variation - real and ideal culture:

- Cultures have internal variation, such as for roles based on gender, age and family composition.
- Achievement of the roles vary widely (in real culture the roles may not be achievable)

## How does the environment influence culture and personal development?

- influences: access to resources, safety issues, personal choices
- variation within culture in socialization experiences and responses (social class, family dynamics, subcultural experiences, values, differences, adaptation)

## How has this history impacted us in our current culture and group relations?

- culture shapes our thoughts, feelings and beliefs about how groups should be treated
- people rarely challenge what is familiar
- pervasive stereotypes and expectations



**Why is it important to talk about prejudice and discrimination?**

**What is the difference between equality and equity and social justice?**

**Within families and communities narratives about “other” groups:**

- spread stories about how things came to be and what is significant
- teach myths that become truths
- belief systems directly relate to discrimination

**How can narratives about “other” groups surface in a work environment?**

- Policies
- hiring and retention practices
- interpersonal relationships
- organizational power structure

**Potential areas of conflict between people of different cultures:**

- |                            |                                  |
|----------------------------|----------------------------------|
| • language                 | • dress                          |
| • norms, values            | • concept of time                |
| • identity, sense of self  | • social behaviors               |
| • space, organization      | • work habits                    |
| • directness, disclosure   | • value of work                  |
| • non-verbal communication | • management, negotiation styles |

**How do micro-aggressions fit in?**

## Ethnocentrism contributes to conflict:

by believing that your perspective is “correct,”  
preferable, and superior

## What is “ethnocentric syndrome”?

behavioral tendencies manifested when interacting  
with individuals considered to be “out of group”

## Characteristics of ethnocentric syndrome:

- in-group pride
- judgement
- lack of empathy
- stereotyping
- exaggeration of “bad”
- ignoring history
- mistrust
- fear
- lack of interaction
- ignoring individualism
- scapegoating

## Self-awareness is important because:

it can keep one’s perceptual, cognitive and behavioral  
processes from detrimentally affecting inter-group  
relations

## How can you foster lifelong competency skills?

- focus on self-awareness
- accept differences
- learn about culture(s)
- foster relationships
- take opportunities
- work on skills

**“The world in which you were born is just  
one model of reality. Other cultures are  
not failed attempts at being you, they are  
unique manifestations of the human spirit.”**

**Wade Davis**

**Different  
Individuals  
Valuing  
Each other  
Regardless of  
Skin  
Intellect  
Talents or  
Years**