

## **Racial Discrimination**

### **What Is Racial Discrimination?**

Discrimination is disparate treatment of an individual or group based on race, color, national origin, religion, sex (including pregnancy), gender identity, or sexual orientation that is not otherwise authorized by law or regulation and detracts from military readiness.<sup>1</sup> The DoD recognizes these Races:

- American Indian or Alaska Native
- Asian
- Black or African American
- Middle Eastern and North African
- Native Hawaiian or Other Pacific Islander
- White
- Multi-racial
- Other/Unknown

### **Why Is This A Concern For the DoD?**

Racial discrimination is illegal based on the Civil Rights Act of 1964. People who display racial discriminatory behaviors can be subject to legal consequences.

### **Who Is Affected By Racial Discrimination?**

- The Target
- Bystanders
- Family of the Target
- The Organization

### **When Does Racial Discrimination Affect The Workplace?**

- Environments that allow biases, stereotypes, and prejudices<sup>2</sup>
- Diversity without inclusion<sup>3</sup>
- High stress situations, like combat<sup>4</sup>

### **Where Can Racial Discrimination Be Reported?**

- Command
- EEO Office

Detailed guidelines on filing a report can be found in DoDI 1020.04.

### **How Are People and Organizations Affected by Racial Discrimination?**

The DoD's mission capabilities rely on an inclusive workforce where every member feels respected, valued, and able to contribute. Trust within units and between personnel is critical to many of the DoD's missions. Discrimination, including racial discrimination, erodes this trust and makes mission achievement difficult if not impossible.

**Individual:**

Decreased trust in peers & leadership<sup>5</sup>, anxiety<sup>6</sup>, psychological distress<sup>6</sup>, depression<sup>6</sup>, increased smoking and alcohol use<sup>7</sup>, cardiovascular disease<sup>8</sup>, hypertension<sup>8</sup>

**Bystanders:**

Low satisfaction with job/coworkers/supervisors<sup>9</sup>, low self-esteem<sup>9</sup>, elevated health issues<sup>4</sup>

**Organization:**

Decreased trust in the organization<sup>10</sup>, decreased morale<sup>10</sup>, low retention rates<sup>11</sup>

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