Stratification by Gender
Social Stratification

“Social stratification is a system in which groups of people are divided into layers according to their relative power, property and prestige. It is important to emphasize that social stratification does not refer to individuals. It is a way of ranking large groups of people into a hierarchy according to their relative privileges.”

~Henslin
Prejudice and Discrimination

Prejudice refers to a negative attitude or belief about a minority group.

Discrimination refers to behavior that denies rights and/or opportunities to minority groups, due to prejudice or for another arbitrary reason.
Sociology: The Basic Argument

People interact →
People intuitively develop rules of interaction →
Over time and with repetition, people become accustomed to these rules →
The rules become normalized →
People internalize the norms →
The norms begin creating people’s identity

SOCILOGY 403: SOCIAL PROBLEMS
Institutionalized Discrimination

Patterns of discrimination that become normalized and embedded in social institutions.

Discrimination that leads to unequal outcomes, even if opportunities are equal.
Institutionalized Discrimination

“A fascinating aspect of institutional discrimination is that it can take place without racist intentions. Discrimination can occur even when those who are doing the discriminating and those who are its objects are unaware of it.”

~Henslin, p. 253
The Costs of Discrimination

Discrimination of all types marginalizes and devalues the minority group, and ingrains social hierarchies. These impose many barriers on members of the minority group, in everyday interactions and in social structures.
Gender

Sex is a master trait.
It is a fundamental social reality in all societies, and has many repercussions in our lives.
Policies to Address Race Issues

(1) Pluralism (e.g. multiculturalism since 1990s)
(2) Assimilation (e.g. integration in 1970s)
(3) Segregation (e.g. Jim Crow in South)
(4) Internal Colonialism (e.g. farmworkers in Southwest)
(5) Population Transfer (e.g. Japanese Americans during WWII)
(6) Genocide (e.g. Native Americans during westward expansion)
Allport’s Principals for Improving Ethnic Relations

(1) Ethnic groups should possess equal status in a given situation
(2) People in interethnic conflict should be seeking the same goals
(3) To attain their goals, people must pull together
(4) Authority, law and custom should support interaction among the groups
Gender

What approaches are necessary to address gender inequality?