

**Handout #8**  
***On Behalf of our Children***  
**Wisconsin Council of Churches**

**CASE STUDIES**

**Looking at the statistics and the definition of racism, could racism be the cause of the following actions?**

1. The personnel committee's policy is to interview members of various racial groups in order to meet the organization's diversity employment requirements. However, they continue to select members of one racial group for the final candidate pool.
2. A teacher provides a reading list of contemporary authors to the class. The list is not racially diverse.

**Is this intentional or unintentional racism?**

3. Members of specific racial groups are steered by a real estate agent to look at housing only in a particular neighborhood, while other clients are offered several options.
4. A congregation's outsourced operating functions are always provided by individuals or businesses owned by member of one racial group.

**Could these be classified as overt or covert racism? How are these the result of privilege and power?**

5. A security guard routinely interrogates members of certain racial/ethnic groups while allowing others to simply pass by.
6. A health facility's expansion plans result in the displacement of community residents who are mostly members of one racial and economic group.

*Ask class participants to answer the questions in small groups. As time allows, go over each case study with the everyone in the class.*