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White people think that racism is non-existent because there are people in power who are black, influential, and successful people of color. However, this is not the case because there are more poor people who are black in the country. Bob states that there is no racism in the country because of President Obama, Oprah and Beyonce among others who are in power. However, Desmond has held this to be a fallacy because it is a misconception. This is referred to as Tokenistic fallacy where a person may be held tokenistic because they assume that the presence of people of color in influential positions.

Some people say that people of color are to blame for their poverty because even celebrities of color are rich and multi billionaires. For that reason, it is thought that people of color chose to be poor as their counterparts are rich and influential. This is a misconception as people think that there is no racism as well as inequality.

White racism is the belief that white people are superior to black people, or other people of color for that reason white people should have domination over non-white people. White people defined racism in terms of segregation and lynching. According to Blauner, people black people believe that black people cannot be racist because they do not have the power. Black people can be racist in the sense that they believe that they should have power over other people of color. Reverse racism, on the other hand, can be said to be racism that white people face in the midst of black people. Reverse racism happens when a white person is denied an opportunity because they are white.

Racism does exist even in the 20th century because people may think that

because the incident happened Pace university, it was not just a prank. This hate crimes scared students, and they did not feel comfortable in schools where there were hate crimes. However, to African American students and other students of color it leaves the question as whether they are safe in schools. Therefore, racism is not only through employment, but can be seen in another sense (Desmond, & Emirbayer, 2010). The scene of a Koran being violated and mutilated in the university saw that there were hate crimes in schools. Hate crimes also amount to racism because they target a group of people in the society.

Affirmative action may also be referred as positive discrimination because it tries to provide equality in a society that is dominated by white people.

Therefore, affirmative action cannot be reverse racism because affirmative action ensures that there are equal opportunities in hiring, colleges and institutions. Although this is the case, black people only see the inequality in portions of power and economic opportunities.

Institutional racism was evident in the conversation, in the sense that when Shontel was hired at the firm, she was working she felt that she did not fit in, not because the boss was racist or the work mates. The reason she felt that way was solely that although the firm hired her to avoid discrimination suits she did not feel good because the white employees were treated more preferably, than she was. According to Blauner, institutional racism is different from individual racism, but it is viewed as more important as there was racism oppression in the society.

White racism, on the other hand, was held to be the prime reality on the ghettos because white people were not allowed anywhere near the black

people. White racism was held to be racial inequality in America, but in the case of Bob when he was denied a job opportunity, it was not because of white racism (Blauner, 1992). There has been a change on the issue of racism, especially black or white racism, in the sense that in the 1960s and 1970s were the periods that saw the emergence of the two types of racism. However, institutions in the 21st century have made an effort to eradicate racism by creating a comfortable working environment where both races and other minorities can work without any worry of discrimination based on race. Institutions, schools, and corporations have made an effort to ensure that they eradicate all forms of racism. The historical fallacy that is existent is that racism is outdated, and this is the thinking that white people have. Black people, on the other hand, believe that the civil rights laws eradicated racism of all kinds. However, to some extent the judiciary has tried its best to ensure that discrimination is minimized by ensuring that institutions follow the rules and policies set down under the civil right Act.

The individualistic fallacy states that racism is based on prejudices and ideas in that it is a collection of thoughts that a person has on a group of people. In the case of bob and Shontel, Shontel asks Bob whether they have a black member of the union and he asks whether she thinks he is racist. However, the union is about white people, and in that case, they are institutionalized racist. He as an individual cannot be said to be a racist, and for that reason, the union needs to find other members who are of color to ensure that there is equality.

In conclusion, white and black racism is still in existence, although many people may think that the Civil Rights Act or opportunities of influential

people in the government positions have eradicated it. Although the number of people in the influential and the political arena may blind many people because they are people of color they may think that racism is outdated, but as evidence shows racism, exists in the 21st century. For that reason, there is a need to find ways to ensure that people are treated the same way and given the same opportunities.

References

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