

# SS3118: DISCRIMINATION STUDIES

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## Effective Term

Semester A 2022/23

## Part I Course Overview

### Course Title

Discrimination Studies

### Subject Code

SS - Social and Behavioural Sciences

### Course Number

3118

### Academic Unit

Social and Behavioural Sciences (SS)

### College/School

College of Liberal Arts and Social Sciences (CH)

### Course Duration

One Semester

### Credit Units

3

### Level

B1, B2, B3, B4 - Bachelor's Degree

### Medium of Instruction

English

### Medium of Assessment

English

### Prerequisites

Nil

### Precursors

Nil

### Equivalent Courses

Nil

### Exclusive Courses

Nil

## Part II Course Details

### Abstract

This course aims to introduce students to prejudicial attitudes and discriminatory practices in everyday life and the use of human rights and other perspectives in tackling discrimination and promoting equality in local, national and international

arena. Students will also explore various approaches in working with self-help and advocacy groups to promote social inclusion and respect for diversity and to apply empowerment and anti-discriminatory/anti-oppressive practices in social work interventions.

### Course Intended Learning Outcomes (CILOs)

CILOs		Weighting (if DEC-A1 DEC-A2 DEC-A3 app.)			
1	Identify prejudicial attitudes and discriminatory practices in everyday life, and in the workplace;	20	x		
2	Describe various international, national and local measures in tackling discrimination and social exclusion & promoting equality in society;	20		x	
3	Compare approaches used to promote social justice, equality, social inclusion and respect for diversity; and,	30		x	x
4	Apply empowerment and anti-discriminatory/ anti-oppressive practices in social work interventions.	30	x	x	x

#### A1: Attitude

Develop an attitude of discovery/innovation/creativity, as demonstrated by students possessing a strong sense of curiosity, asking questions actively, challenging assumptions or engaging in inquiry together with teachers.

#### A2: Ability

Develop the ability/skill needed to discover/innovate/create, as demonstrated by students possessing critical thinking skills to assess ideas, acquiring research skills, synthesizing knowledge across disciplines or applying academic knowledge to real-life problems.

#### A3: Accomplishments

Demonstrate accomplishment of discovery/innovation/creativity through producing /constructing creative works/new artefacts, effective solutions to real-life problems or new processes.

### Teaching and Learning Activities (TLAs)

TLAs		Brief Description	CILO No.	Hours/week (if applicable)
1	Lectures	Explain key concepts and theories related to prejudice, discrimination and oppression and measures to deal with them to promote diversity, equality and social justices	1, 2, 3, 4	3 hrs/wk
2	Experience Being Handicapped/Field Visit	Students to experience being handicapped or do field visit to explore for themselves the real situation of discrimination.	1, 3, 4	3 hrs.

**Assessment Tasks / Activities (ATs)**

ATs	CILO No.	Weighting (%)	Remarks (e.g. Parameter for GenAI use)
1	AT1: Quiz & Exercises: Short quiz and class exercises will be used to assess students' conceptual knowledge of discrimination, social exclusion and inequality in society and the means in tackling them.	1, 2, 3	20
2	AT2: Experience being Handicapped/Field Visit Reflection Journal: Students will submit reflection journal on their experience being handicapped/field visit.	1, 3, 4	30
3	AT3: Individual Term paper	1, 2, 3, 4	50

**Continuous Assessment (%)**

100

**Examination (%)**

0

**Assessment Rubrics (AR)****Assessment Task**

1. Quiz &amp; Exercises

**Criterion**

Ability to grasp the key concepts and measures.

**Excellent (A+, A, A-)**

High

**Good (B+, B, B-)**

Significant

**Fair (C+, C, C-)**

Moderate

**Marginal (D)**

Basic

**Failure (F)**

Not even reaching marginal levels

**Assessment Task**

2. Experience being Handicapped/Field Visit Reflection Journal

**Criterion**

Ability to account for the discrimination encountered and measures taken to alleviate it.

**Excellent (A+, A, A-)**

High

**Good (B+, B, B-)**

Significant

**Fair (C+, C, C-)**

Moderate

**Marginal (D)**

Basic

**Failure (F)**

No even reaching marginal levels

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**Assessment Task**

3. Individual Term paper

**Criterion**

Ability to identify and address clearly the main question(s) and the related aspects

Ability to apply empowerment and anti-discriminatory/ anti-oppressive practices in social work interventions

**Excellent (A+, A, A-)**

High

**Good (B+, B, B-)**

Significant

**Fair (C+, C, C-)**

Moderate

**Marginal (D)**

Basic

**Failure (F)**

Not even reaching marginal levels

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**Part III Other Information**

**Keyword Syllabus**

Perspectives on prejudice, inequality and discrimination

Prejudice and stereotyping; differences and discrimination; power and privilege; violence and oppression;

Scope of discriminations

Classism, sexism, racism, disablism, ageism, homophobia, etc. and their underlying characteristics;

Measures at different levels

International conventions and programmes, national and local human rights institutions and measures tackling discrimination and promoting equality and cultural diversity

Legislation and policy measures

Combating discrimination, promoting normalization, full participation and social inclusion; applying anti-oppressive measures and human right approaches  
 Empowerment and anti-discrimination practice  
 Resolving conflicts and promoting non-violent communication on personal, cultural and societal levels.

## Reading List

### Compulsory Readings

Title	
1	Thompson, N. (2011). Promoting equality: Working with diversity and difference (3rd ed.). New York: Palgrave Macmillan.
2	Thompson, N. (2012). Anti-discriminatory practice: Equality, diversity and social change (5th ed.). Basingstoke: Palgrave Macmillan.

### Additional Readings

Title	
1	Allport, G. W. (1979). The nature of prejudice. New York: Addison-Wesley Publishing Co.
2	The Arbinger Institute (2006). The anatomy of peace: Resolving the heart of conflict. San Francisco: Berrett-Koehler Publishers.
3	Carrasco, G. P. (2005). Sexuality and discrimination: A rights and liberties perspective. Durham, N.C.: Carolina Academic Press.
4	Chan, K. M. (2002). Resistance of the neighbourhood community to the AIDS treatment facilities – Case study of Kowloon Bay health centre. Hong Kong: CUHK Press.
5	Cheung, F. M., & Chung, P. (2006). The equal opportunities commission and the women's commission: Central mechanisms for advancing women's status. Hong Kong: HK Institute of Asia-Pacific Studies.
6	Dipboye, R. L., & Colella, A. (Ed.). (2005). Discrimination at work: The psychological and organizational bases. Mahwah, N.J.: Lawrence Erlbaum Associates Publishers.
7	Duckitt, J. (1992). Psychology and prejudice: A historical analysis and integrative framework. <i>American Psychologist</i> , 47(10), 1182-1193.
8	Johnson, A. G. (2006). Privilege, power, and difference (2nd ed.). Boston: McGraw-Hill.
9	Lee, S., Chiu, M., & Ching, C. K. (2003). A study of mental health service users' perception and experience of discrimination in Hong Kong. Hong Kong: Equal Opportunities Commission.
10	Loper, K. (2001). Cultivating a multicultural society and combating racial discrimination in Hong Kong. Hong Kong: Civic Exchange.
11	May, G. E., & Raske, M. B. (2005). Ending disability discrimination: Strategies for social workers. Boston, MA: Pearson Allyn & Bacon.
12	Nelson, T. D. (2002). Ageism: Stereotyping and prejudice against older persons. Cambridge, Mass.: MIT Press.
13	Nelson, T. D. (2006). The psychology of prejudice. Boston: Pearson Allyn & Bacon.
14	Nelson, T. D. (2009). Handbook of prejudice, stereotyping, and discrimination. New York: Psychology Press.
15	Pun, N. (2005). Made in China: Women factory workers in a global workplace. Hong Kong: Hong Kong University Press.
16	Ngan, M. H. R., Kam, P. K., & Cheung, C. K. (2004). Age discrimination in the labour market in Hong Kong: Causes and consequences at individual, organizational and societal levels. Hong Kong: CityUHK.
17	Peerenboom, R., Petersen, C. J., & Chen, A. H. Y. (2006). Human rights in Asia: A comparative legal study of twelve Asian jurisdictions, France and the USA. London: Routledge.
18	Rosenberg, M. B. (2003). Nonviolent communication: A language of life (2nd ed.). Encinitas, CA: Puddle Dancer Press.
19	Sautman, B., & Kneehans, E. (2002). The politics of racial discrimination in Hong Kong. Baltimore, Md.: U of Maryland.

20	Stockdale, M. S., & Crosby, F. J. (Eds.). (2004). The psychology and management of workplace diversity. Oxford: Blackwell Publishing.
21	Tang, K. L et al. (2006). Racial discrimination in Hong Kong: Prevalence and impact. HongKong: CUHK.
22	United Nations (1948). Universal Declaration of Human Rights.
23	Whitley, B. E., & Kite, M. E. (2010). The psychology of prejudice and discrimination. Belmont, CA: Thomson/Wadsworth.
24	梁麗清、陳錦華 (2006)。性別與社會工作：理論與實踐。香港：中文大學出版社。
25	陳惜姿 (2006)。天水圍十二師奶。香港：藍藍的天。
26	潘毅 (2007)。中國女工—新興打工階級的呼喚。香港：明報出版社。
27	趙文宗、洪雪蓮、莊耀光 (2010)。社會福利與法律應用：溝通與充權。香港：紅投資有限公司。
28	關啟文、戴耀廷、康貴華 (2005)。平權？霸權？審視同性戀議題。香港：天地圖書有限公司。
29	張妙清、杜婉韻、張樹輝 (2004)。華人個性的性別差異：香港與內地的比較。香港：香港中文大學香港亞太研究所。
30	陳順馨、梁麗清、方晞 (2005)。情動、運動：香港婦女運動回顧與前瞻研討會文集。香港：新婦女協進會。
31	趙文宗、嚴月蓮 (2009)。性工作與公義：法律與政策。香港：紫藤。
32	方旻煥、羅英子、譚惠鵬 (2007)。平權先鋒 2《消除對婦女一切形式歧視公約》。香港：香港婦女中心協會。
33	方旻煥、顏菁菁 (2008)。平權先鋒 3《家庭崗位歧視條例》。香港：香港婦女中心協會。
34	(1991)Hong Kong Bill of Rights Ordinance. Cap. 383.
35	(1994)Equal Opportunities Bill. Legal Supplement No. 3 to the Hong Kong Government Gazette. CXXXVI (26) 1 July 1994. (Anna Wu' s bill)
36	(1995)Sex Discrimination Ordinance. Cap. 480.
37	(1995)Disability Discrimination Ordinance. Cap. 487.
38	(1997)Family Status Discrimination Ordinance. Cap. 527.
39	(1998)Equal Opportunities: Code of Practice against Discrimination in Employment on the Ground of Sexual Orientation.
40	(2008)Race Discrimination Ordinance. Cap. 602
41	(1997)Disability Discrimination Ordinance: Code of Practice on Employment.
42	(1997)Sex Discrimination Ordinance: Code of Practice on Employment.
43	(1998)Family Status Discrimination Ordinance: Code of Practice on Employment.
44	(1999)Report on Case Study of Kowloon Bay Health Centre.
45	(2009)Code of Practice on Employment under the Race Discrimination Ordinance
46	(2011)Code of Practice on Employment under the Disability Discrimination Ordinance
47	Equal Opportunities Commission: <a href="http://www.eoc.org.hk/eoc/GraphicsFolder/default.aspx">http://www.eoc.org.hk/eoc/GraphicsFolder/default.aspx</a>
48	Home Affairs Bureau: <a href="http://www.hab.gov.hk/en/home/index.htm">http://www.hab.gov.hk/en/home/index.htm</a>
49	Legislative Council Website ( <a href="http://www.legco.gov.hk/english/index.htm">http://www.legco.gov.hk/english/index.htm</a> )
50	Women' s Commission: <a href="http://www.women.gov.hk/langsel.html">http://www.women.gov.hk/langsel.html</a>
51	HKU Directory of National Human Rights Institutions: <a href="http://lib.hku.hk/lib/NHR.htm">http://lib.hku.hk/lib/NHR.htm</a>
52	Hong Kong Human Rights Commission ( <a href="http://www.hkhrc.org.hk/homepage/index_e.htm">http://www.hkhrc.org.hk/homepage/index_e.htm</a> )
53	Rehabilitation Resources Centre: <a href="http://www.hkcss.org.hk/rh/er/index.htm">http://www.hkcss.org.hk/rh/er/index.htm</a>
54	ZiTeng (Sex Workers' Union)紫藤: <a href="http://www.ziteng.org.hk/links/other_c.html">http://www.ziteng.org.hk/links/other_c.html</a>
55	Rainbow of Hong Kong 香港彩虹 ( <a href="http://www.rainbowhk.org/">http://www.rainbowhk.org/</a> ) & other gay websites
56	Society for Truth & Light 明光社 ( <a href="http://www.truth-light.org.hk/index.jsp">http://www.truth-light.org.hk/index.jsp</a> )
57	US Equal Employment Opportunities Commission: <a href="http://www.eeoc.gov/">http://www.eeoc.gov/</a>

58	UK Equality & Human Rights Commission: <a href="http://www.equalityhumanrights.com/">http://www.equalityhumanrights.com/</a>
59	Australian Human Rights Commission: <a href="http://www.hreoc.gov.au/">http://www.hreoc.gov.au/</a>
60	Asian Centre for Human Rights: <a href="http://www.achrweb.org/">http://www.achrweb.org/</a>
61	Asian Pacific Forum Advancing Human Rights in our Region: <a href="http://www.asiapacificforum.net/members/apf-member-categories">http://www.asiapacificforum.net/members/apf-member-categories</a>
62	U of Minnesota Human Rights library: <a href="http://humanrights.law.monash.edu.au/bibliog/contents.html">http://humanrights.law.monash.edu.au/bibliog/contents.html</a>
63	American with Disabilities Act Homepage ( <a href="http://www.usdoj.gov/crt/ada/adahom1.htm">http://www.usdoj.gov/crt/ada/adahom1.htm</a> )