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Racism is an injustice that I have experienced in my life. The development of racism is increasing each day, especially in America. Although several states are apprehending the problem of racism, the United States has greatly been affected, and it has become an influencing factor to the organization. Several organizations are also embracing injustice such as the health care system, and when minority members are seeking employment. Barak (2016) argues that organizations are working as much as possible to ensure there is a multicultural, diverse and inclusive workforce; however, the effect of racism brings them down. Racism always portrays itself in the organizations as a microaggression (Forrest-Bank & Jenson, 2015). For instance, when people ask other individuals where they come from or giving compliments on how other individuals speak English well which raises an issue of discrimination.

The issue of discrimination has increased and causes an increase in conflict among communities. Several groups of people view themselves as superior to others hence making the minority to be segregated both in workplaces and other institutions such as hospitals and schools. Discriminations bring about people not having justice and fairness treatment (Triana et al., 2015). People become discriminated against due to their attributes which they inherit and hence treated less favorable than others who are viewed as superior. Moreover, discrimination issue can either be direct or indirect, intentional or unintentional; furthermore, discrimination can be done in a form which a culprit cannot notice. For instance, a person working in the organization is not provided with relevant information that can help do the work assigned because someone has withheld it.

Other forms of discrimination in the organization include a repudiation of training prospects and promotions, rejected from the job and not being paid the same amount with

another person whom you are in the same job category with the same qualifications and experience (Hebl et al., 2016). Similarly, when the discriminated individuals realize they are being taken advantage of, they create conflict and react to champion for their rights, hence leading to deaths or destructions of property. I have learned that all people are the same in the world and they have feelings and emotions. Therefore, it is good to do the right thing to everyone and treat people how I would like to be treated. When certain things happen while to the minority group, the criminal justice system should rise and protect the minority because they are part of society. Although it is a process to stop racism, there are many strategies which should be used as the foundation to end racism and discrimination issue. For instance, educating kids about the value of human beings and tell them they are all equal.

3 References

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