



University of Sussex

Business & Management

Seminar series

Date: Wednesday 7 May

Speaker: Prof Mikki Hebl (Rice University, Houston, Texas, USA)

Title: Subtle but Serious Discrimination

Abstract: In this talk, Dr. Hebl blends a social and organizational perspective to investigate subtle forms of discrimination. She will provide an overview of studies she has conducted showing that, although overt discrimination may be on the decrease, subtle discrimination (or "interpersonal discrimination") is both perversely common and extremely harmful to targets. Dr. Hebl examines a number of remediation tactics, some of which focus on individual-level strategies (i.e., acknowledgment, compensation, individuation, and adjusting realistic expectations). A focus solely on individual-level strategies is problematic, however, as it misplaces responsibility for remediation on the already stigmatized individual. As such, Dr. Hebl also examines organizational remediation strategies such as the adoption of friendly climates, provision of behavioral scripts, enhancement of diversity figures within an organizational setting, framing of diversity goals, and mentoring programs.