



## Lesson 15: Racial & Ethnic Discrimination

 **Opening Thought:** Racism isn't just history — it still shapes opportunities, systems, and daily interactions today.


 **Reflection:** Think about the first time you became aware of race.

- What do you remember about that moment?
- How did it shape the way you saw yourself or others?
- How does race show up in your workplace today?

 **Activity: Then & Now** Review each example of racism to whether it is past (history) or present (today).

Segregated schools. ☐ Past ☐ Present  
Disproportionate incarceration rates. ☐ Past ☐ Present  
Jim Crow laws. ☐ Past ☐ Present  
Racial / ethnic profiling by police. ☐ Past ☐ Present

Voter suppression laws. ☐ Past ☐ Present  
Slavery. ☐ Past ☐ Present  
Pay gaps by race. ☐ Past ☐ Present  
Housing discrimination / redlining. ☐ Past ☐ Present

 **Case Example:** A Latino roofing crew consistently receives the toughest and most dangerous jobs, while white crews are given higher-paying assignments with less risk.

- What racial & ethnic bias might be influencing this?
- How does this impact safety, pay equity, and morale?
- What systemic changes could create fairness?

### Discussion Questions

- Why is it important to connect the history of racism with its impact today?
- How do racial and ethnic stereotypes show up in construction and roofing workplaces?
- What responsibility do leaders and peers have to challenge racial inequities?

### Action Step

One way I will recognize and challenge racial or ethnic discrimination at work is: