

CARLETON UNIVERSITY

DEPARTMENT OF PHILOSOPHY



# FALL 2021 Colloquium

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Northeastern University

## "Individualist and Structural Approaches to Discrimination"

What counts as discrimination? On one approach—associated with ‘disparate treatment’ standards in law—discrimination involves one particular actor wronging another, irrespective of any broader effects of her behavior. This typically involves a malign motivation of some kind on the part of the actor. On a second approach—associated with ‘disparate impact’ standards in law—discrimination involves contributing to broader unjust structures in society. Progressive activists have tried to push for an approach of the latter kind, while conservatives have insisted that the only ‘real’ discrimination involves disparate treatment. As disparate impact standards continue to be eroded, I will argue that we can reconcile these perspectives somewhat. We can see the attraction of the more individualistic approach while still bringing in structural concerns and advocating for some form of disparate impact standard in the law.

**FRIDAY, OCTOBER 15, 2021**

**2:00 P.M. EST**

**VIA ZOOM | REGISTER FOR LINK**

Everyone welcome!

Register at: [carleton.ca/philosophy/colloquium](https://carleton.ca/philosophy/colloquium)