



**Voice of Diversity™  
Johnson and Linn Counties  
Diversity Climate Assessment**

**Prepared for:**

**Diversity Focus**

**Johnson and Linn Counties in Iowa**



*July 2009*

# Presentation Outline

**Purpose & Methodology of the Study**

**About the Sample**

**Perceptions of Diversity**

**Sources of Diversity**

**Importance & Satisfaction of Issues**

**Assessment of Needs**

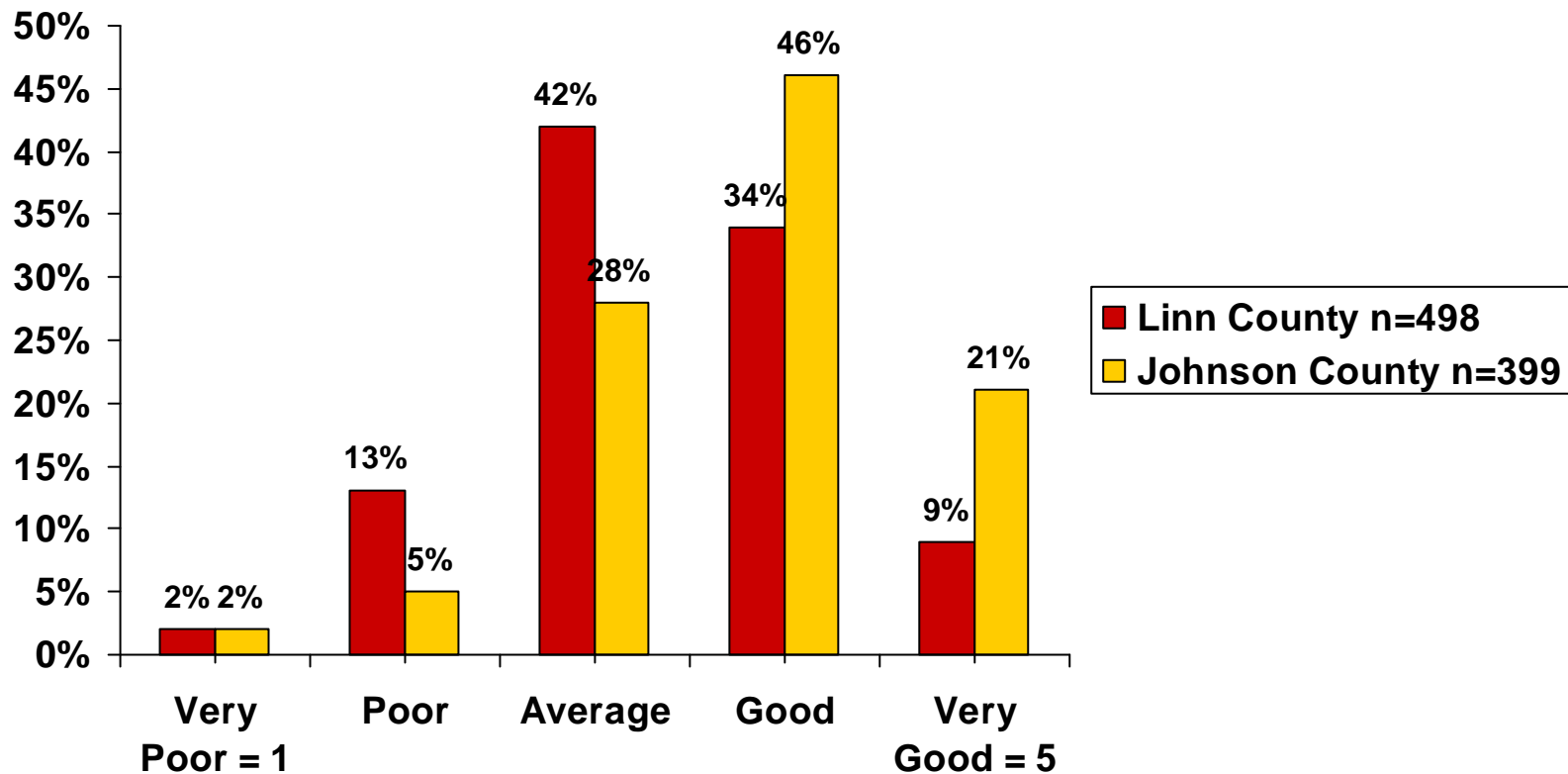
**Predictors and Best Practices**

**Conclusions & Recommendations**

## Perceptions of Diversity

# Overall Diversity Ratings

“Good” and “Very Good” ratings in Johnson County were significantly higher than ratings in Linn County. The mean diversity rating in Johnson County was 3.79, while it was only 3.36 in Linn County.

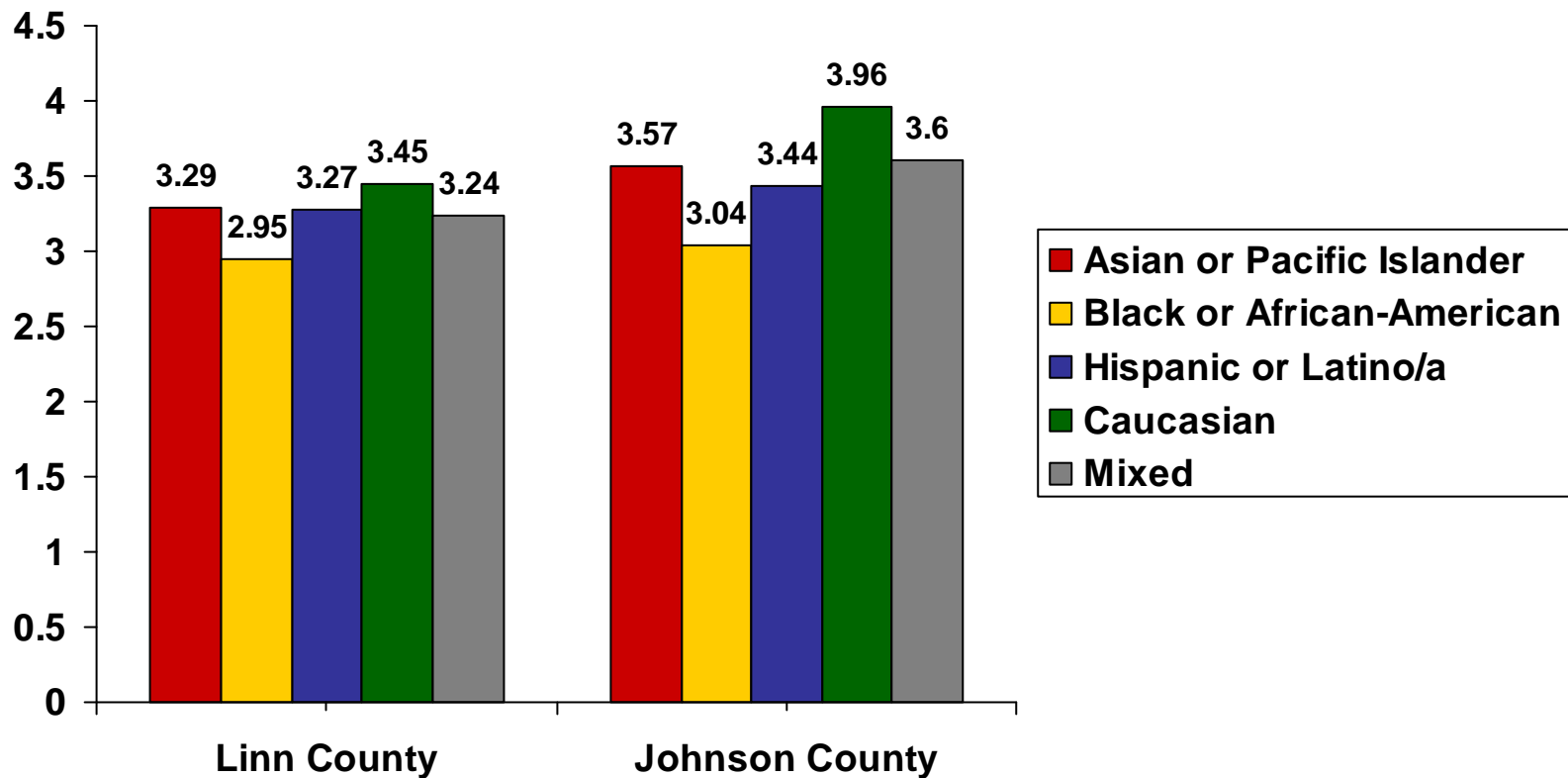


Q6. Overall, how would you rate your community when it comes to embracing diversity among residents?

## Perceptions of Diversity

# Overall Diversity Ratings

In both communities, ratings were highest for Caucasian respondents and lowest for African-American respondents. Asian residents and residents of mixed ethnicity in Johnson County gave significantly higher ratings than those in Linn County as well.

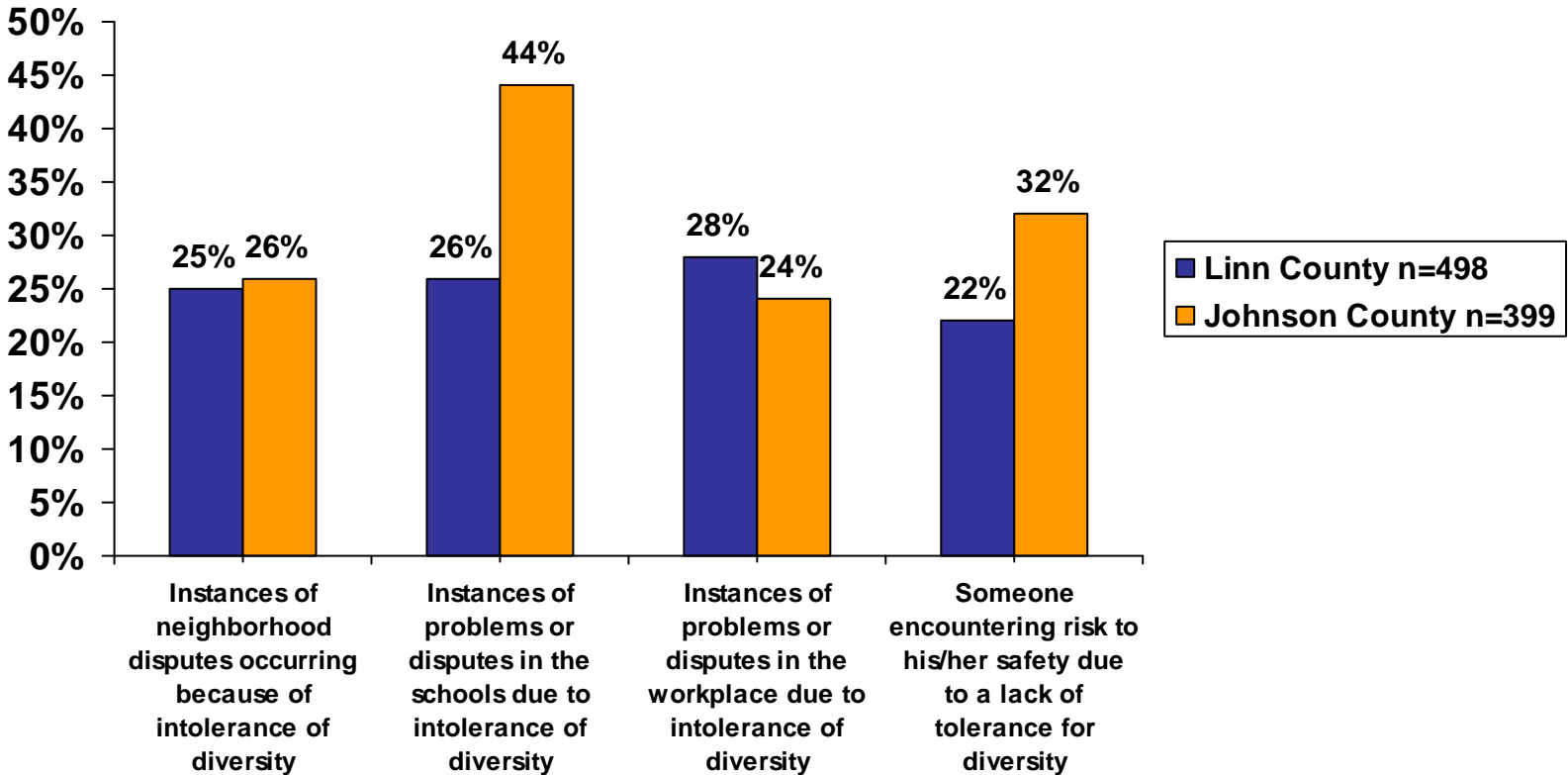


Q6. Overall, how would you rate your community when it comes to embracing diversity among residents?

# Assessment of Needs

## Awareness of Diversity Issues

Johnson County respondents report higher awareness of problems in the schools due to intolerance of diversity, as well as risk to one's safety due to lack of tolerance. Respondents in Linn County report slightly higher awareness of problems or dispute in the workplace than respondents in Johnson County.

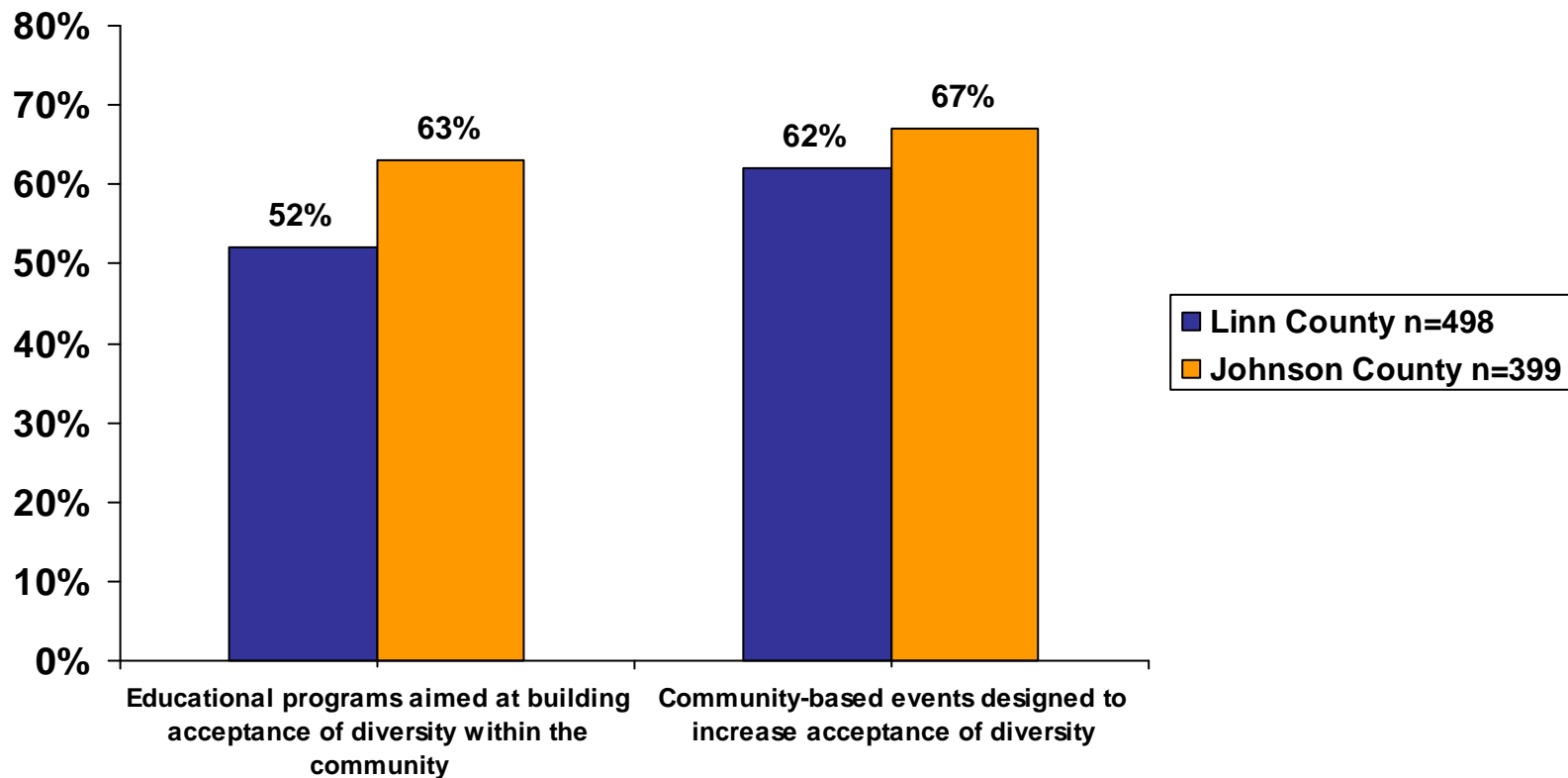


Q8. Please tell me **within the last 3 years** if you've encountered or are aware of the following:

## Assessment of Needs

# Awareness of Diversity Programs

However, awareness of diversity programs and events was also higher in Johnson County than in Linn County.



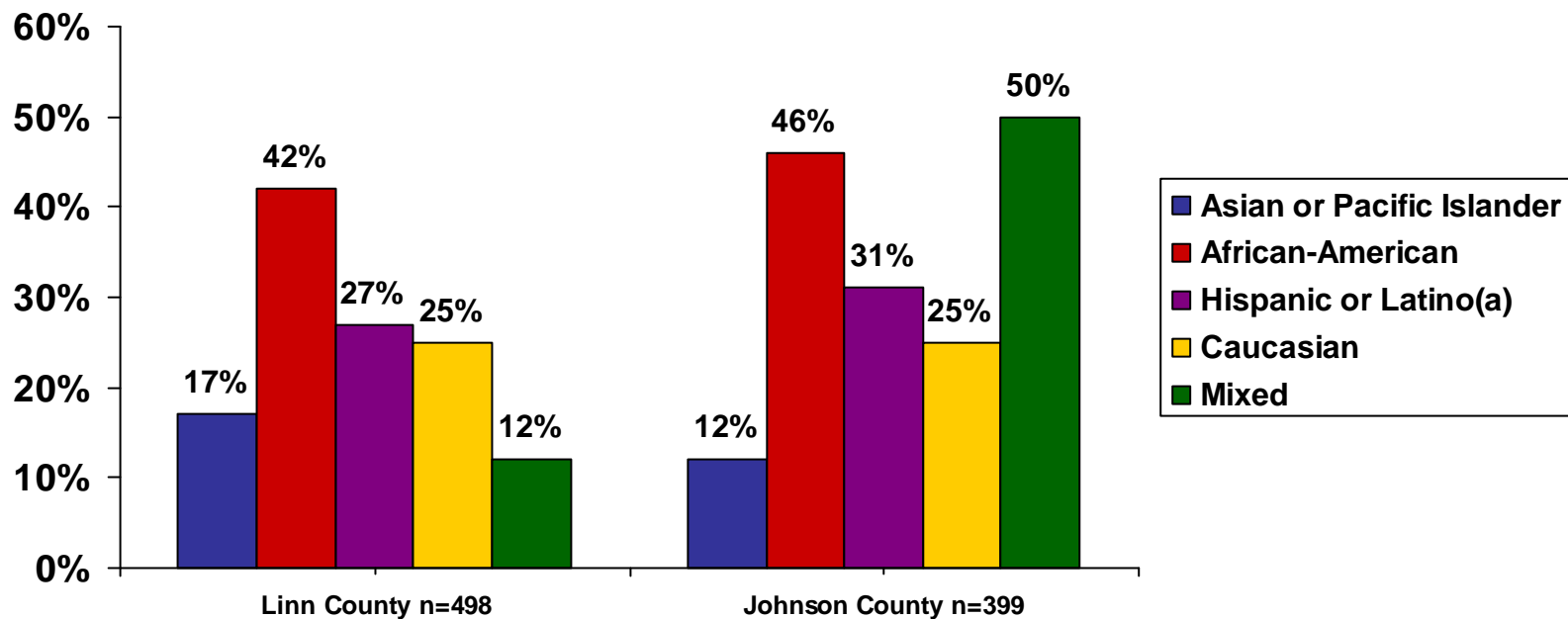
Q8. Please tell me **within the last 3 years** if you've encountered or are aware of the following:

## Assessment of Needs

# Awareness of Diversity Issues

African-American respondents in both communities were very likely to know of instances of neighborhood disputes due to intolerance.

### Instances of neighborhood disputes occurring because of intolerance of diversity



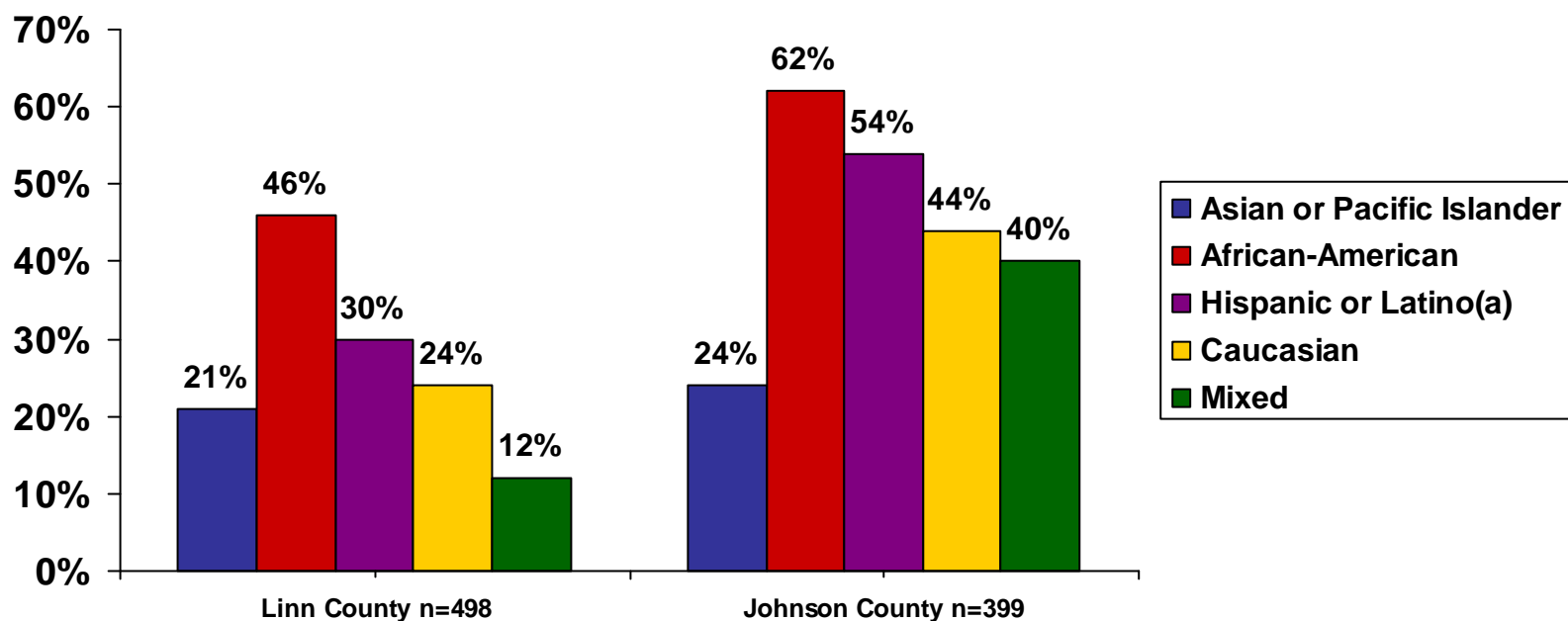
Q8. Please tell me **within the last 3 years** if you've encountered or are aware of the following:

## Assessment of Needs

# Awareness of Diversity Issues

African-American respondents in both communities were the most likely to know of instances or disputes in the schools due to intolerance. Asian-Americans reported some of the lowest awareness of this type of intolerance.

### Instances of problems or disputes in the schools due to intolerance of diversity



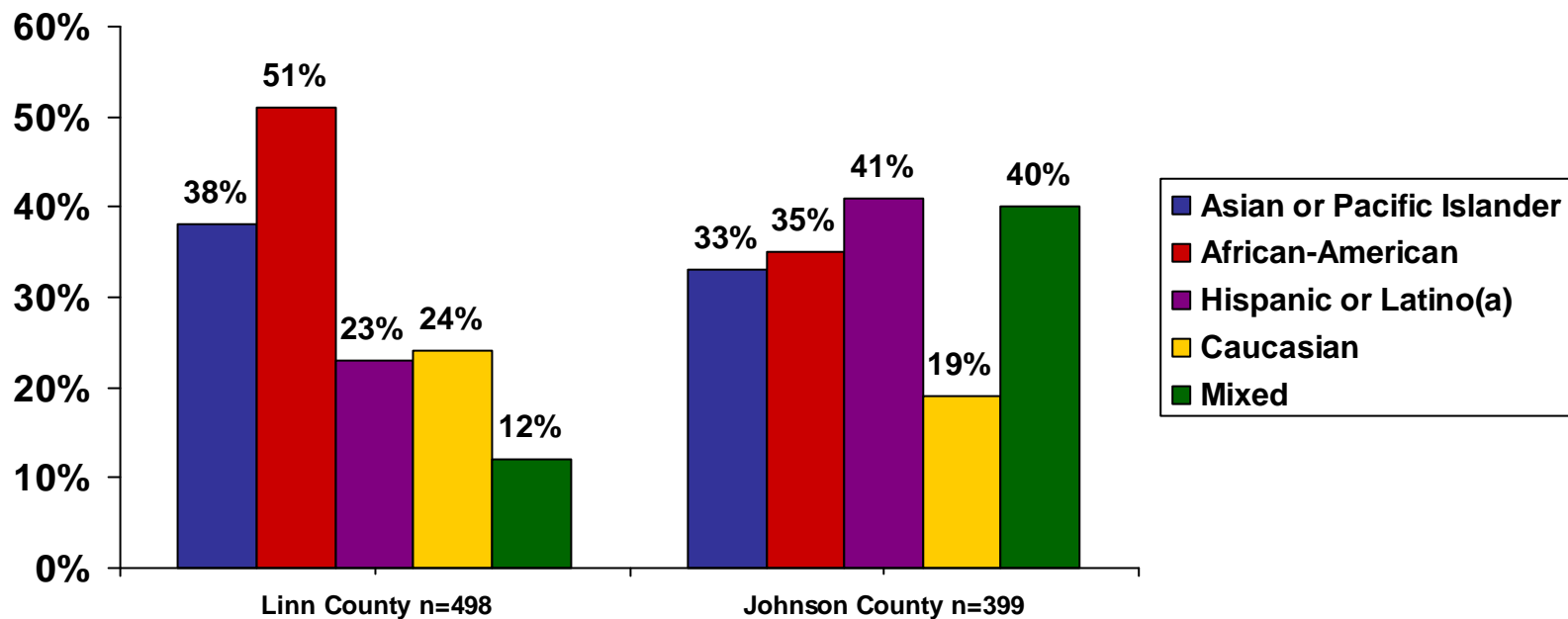
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## Assessment of Needs

# Awareness of Diversity Issues

Both Asian-Americans and African-Americans in Linn County reported higher awareness of problems in the workplace due to intolerance than Asian-Americans and African-Americans in Johnson County.

### Instances of problems or disputes in the workplace due to intolerance of diversity



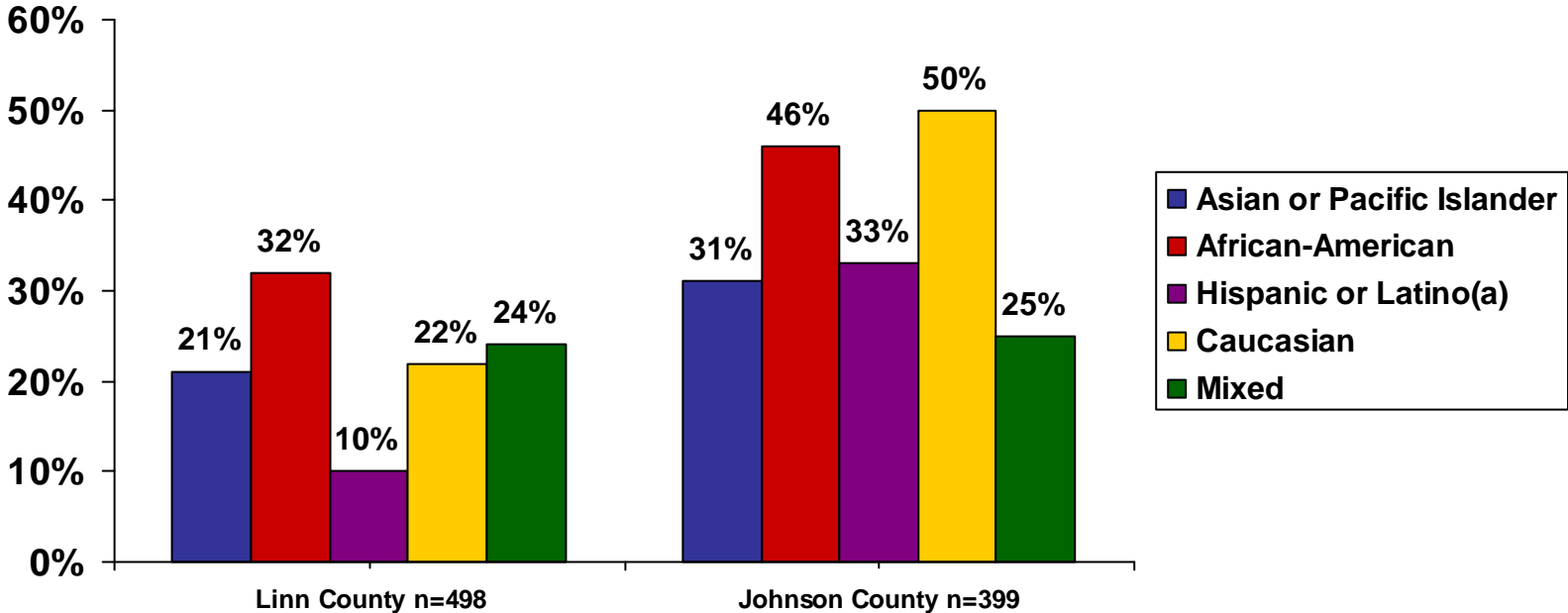
Q8. Please tell me **within the last 3 years** if you've encountered or are aware of the following:

# Assessment of Needs

## Awareness of Diversity Issues

Caucasian and African-American respondents in Johnson County were most aware of someone encountering a risk to their safety due to a lack of tolerance.

Someone encountering risk to his/her safety due to a lack of tolerance



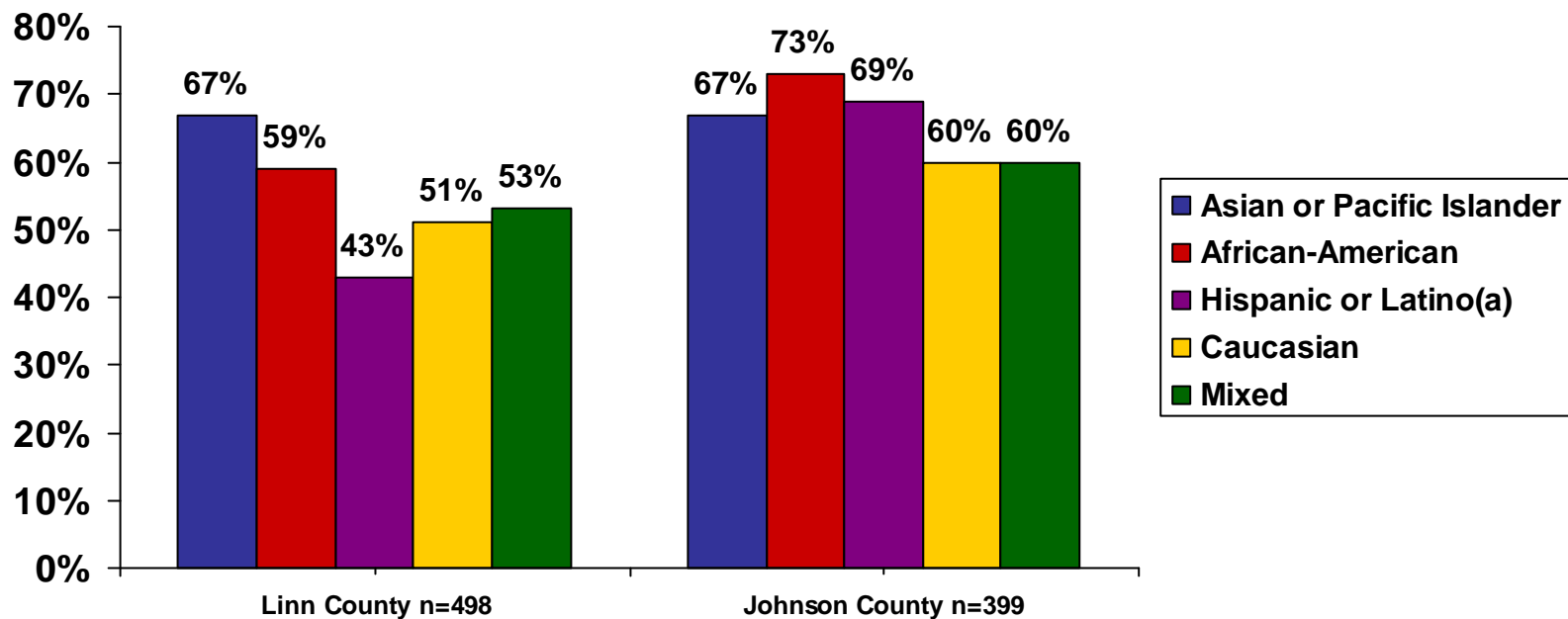
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## Assessment of Needs

# Awareness of Diversity Programs

While Asian respondents are equally likely to be aware of educational programs for diversity, all other ethnicities are more likely to be aware of such programs in Johnson County rather than in Linn County.

**Educational programs aimed at building acceptance of diversity**



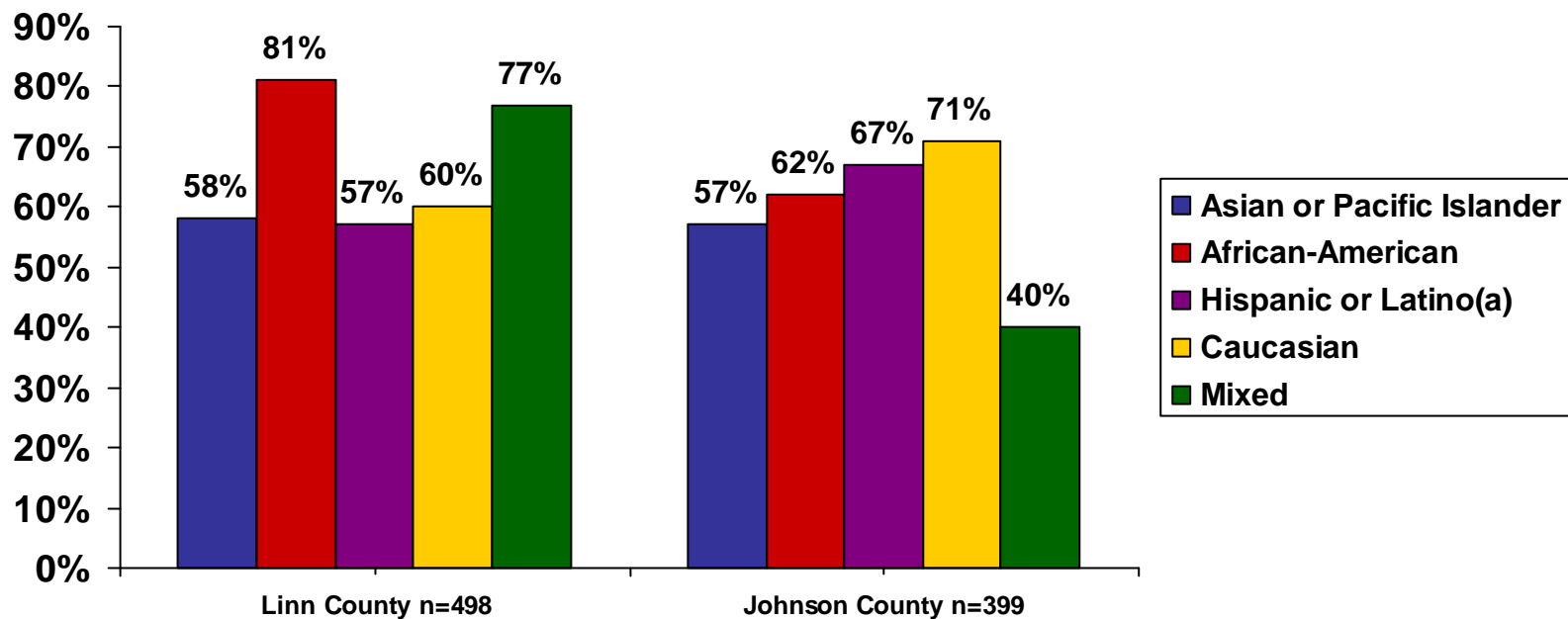
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## Assessment of Needs

# Awareness of Diversity Programs

African-American and mixed ethnicity respondents in Linn County were more likely to be aware of community-based diversity events than African-American and mixed ethnicity respondents in Johnson County.

**Community-based events designed to increase acceptance of diversity**

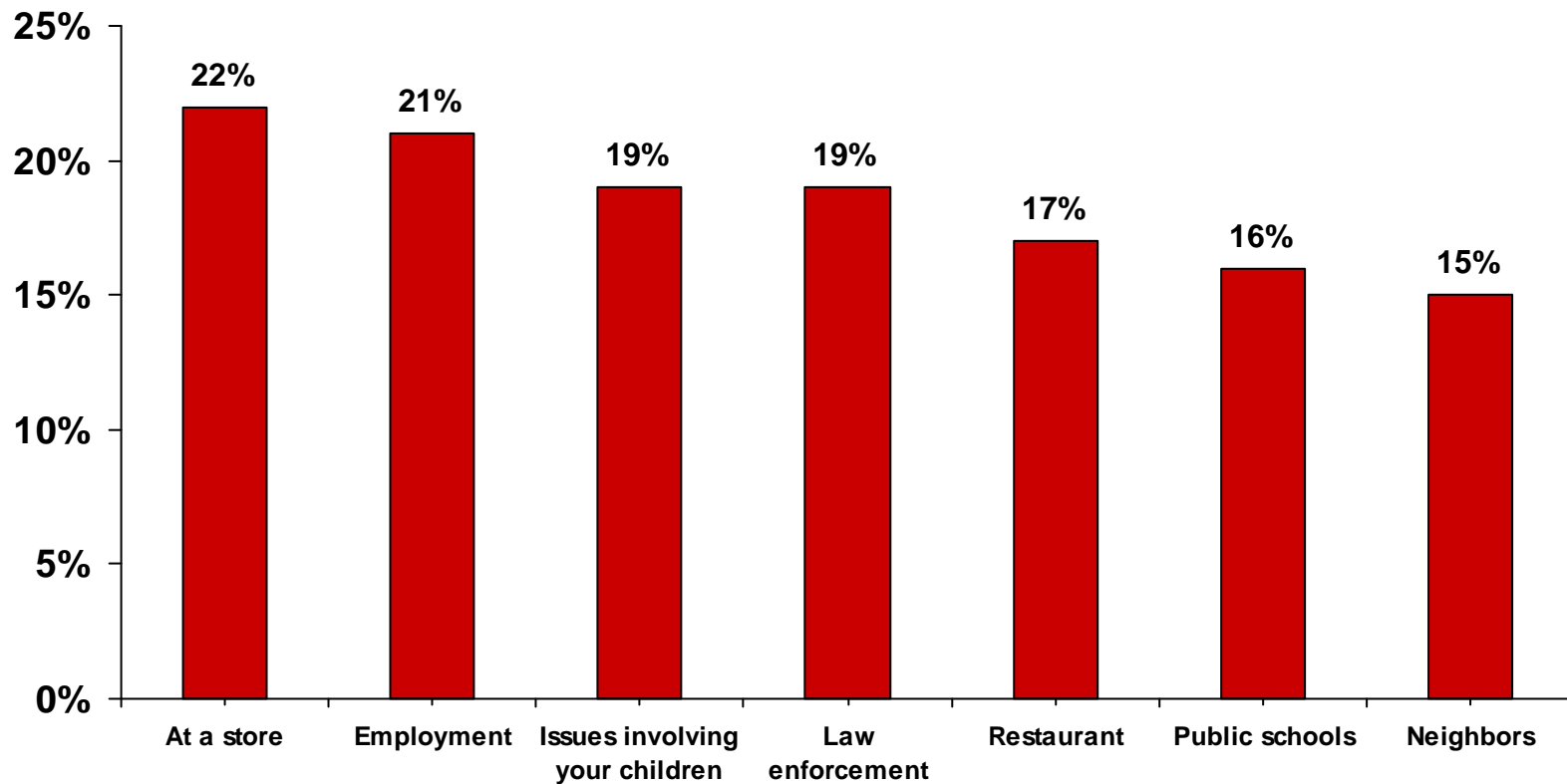


Q8. Please tell me **within the last 3 years** if you've encountered or are aware of the following:

## Assessment of Needs

# Identification of Discrimination

The following charts show the percentage of respondents who identified particular sources of discrimination as occurring sometimes or often. Identification of discrimination is strongest in the areas shown below.

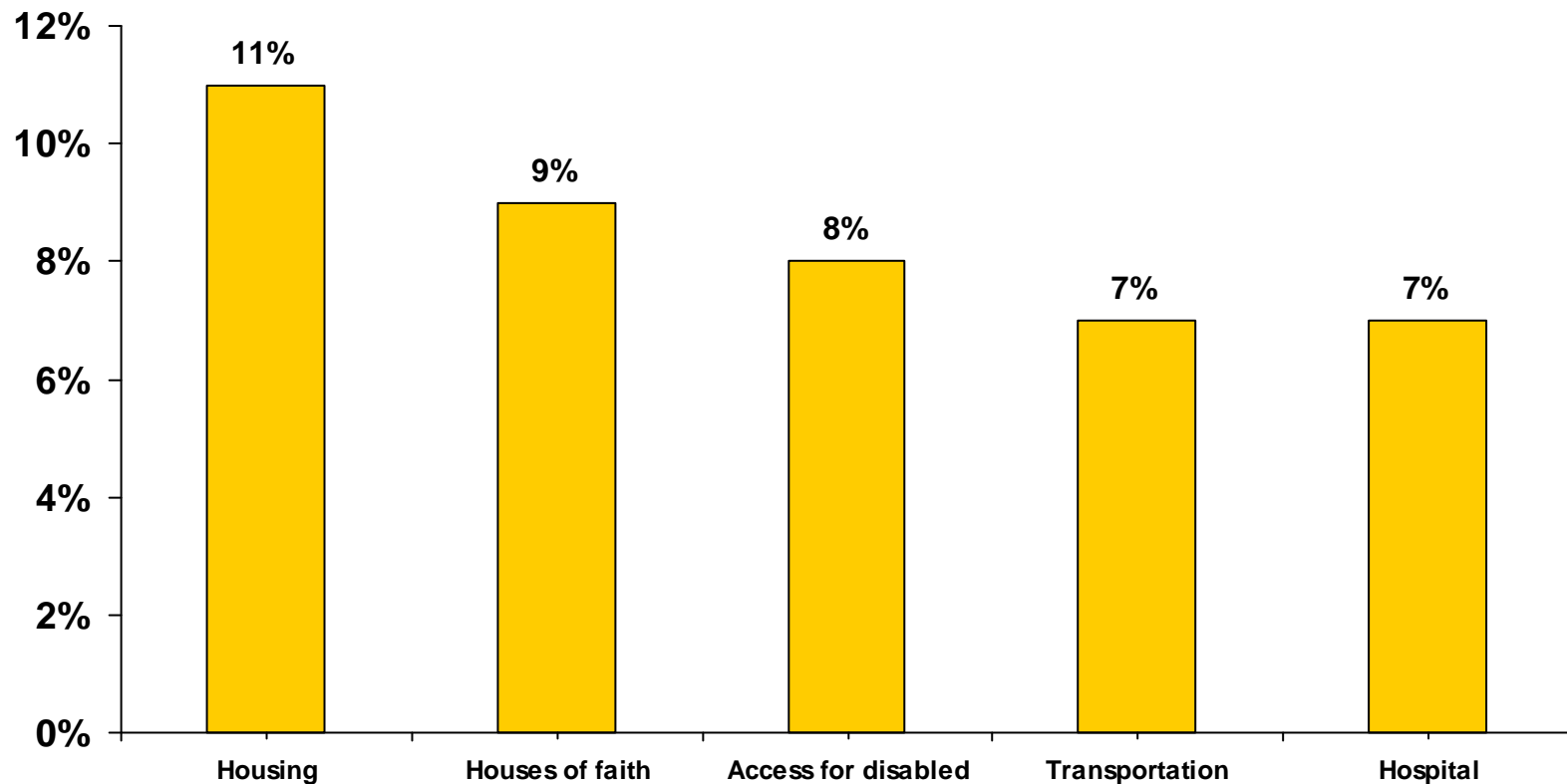


Q10. Please tell me if you or anyone in your household has been discriminated against based on an intolerance of diversity often, sometimes, or never.

## Assessment of Needs

# Identification of Discrimination

Discrimination sometimes occurs in the areas shown below.

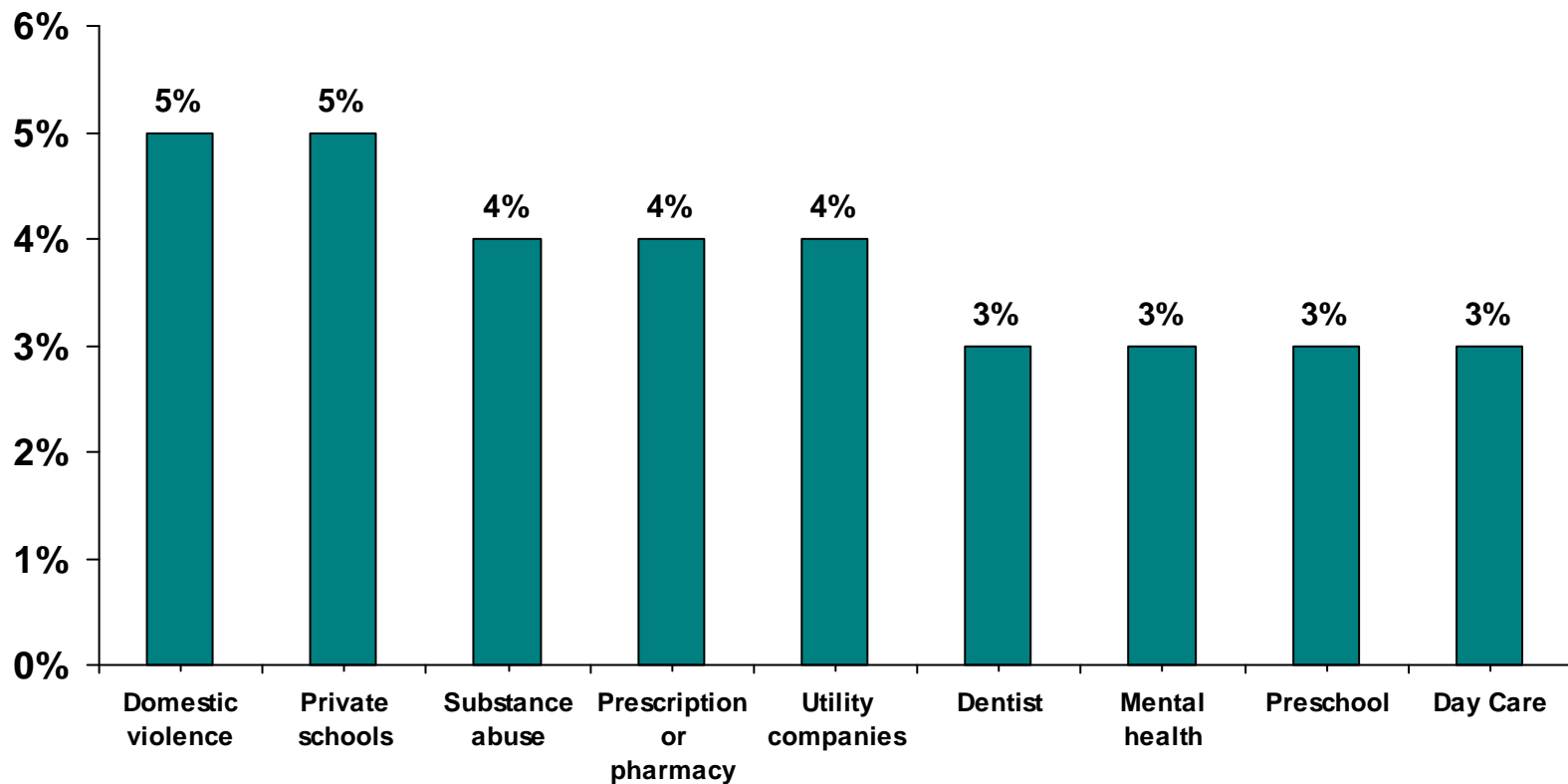


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## Assessment of Needs

# Identification of Discrimination

Discrimination is least likely to occur in the areas shown below, although instances do still exist.



Q10. Please tell me if you or anyone in your household has been discriminated against based on an intolerance of diversity often, sometimes, or never.

## *Assessment of Needs*

# Discrimination – At a Store

Statements of discrimination at stores most often relate to race and ethnicity, although age and disability are also cited.

“At a convenience store, for example, a clerk was rude because of my appearance.” – Johnson County

“I bought a pair of jeans and then I went to another store to buy a top. Then I went back to the store where I bought the jeans and they said I was from Puerto Rico and they didn't let me take them back because of the code.” – Johnson County

“I went to a gas station to use the toilet: it wasn't late at night, but the women said they had no bathroom. I have some Hispanic blood and I am a little dark, and I feel she was acting on that.” – Linn County

Once at a store, I had to defend my children because a woman said to me that I should put sunscreen on my kids so they wouldn't get so dark. I tried to tell her that they were mixed, but she walked away.” – Linn County

“At restaurants and stores I am sometimes overlooked for younger customers.” – Linn County

“In stores, they watch my daughter and they follow her.” – Linn County

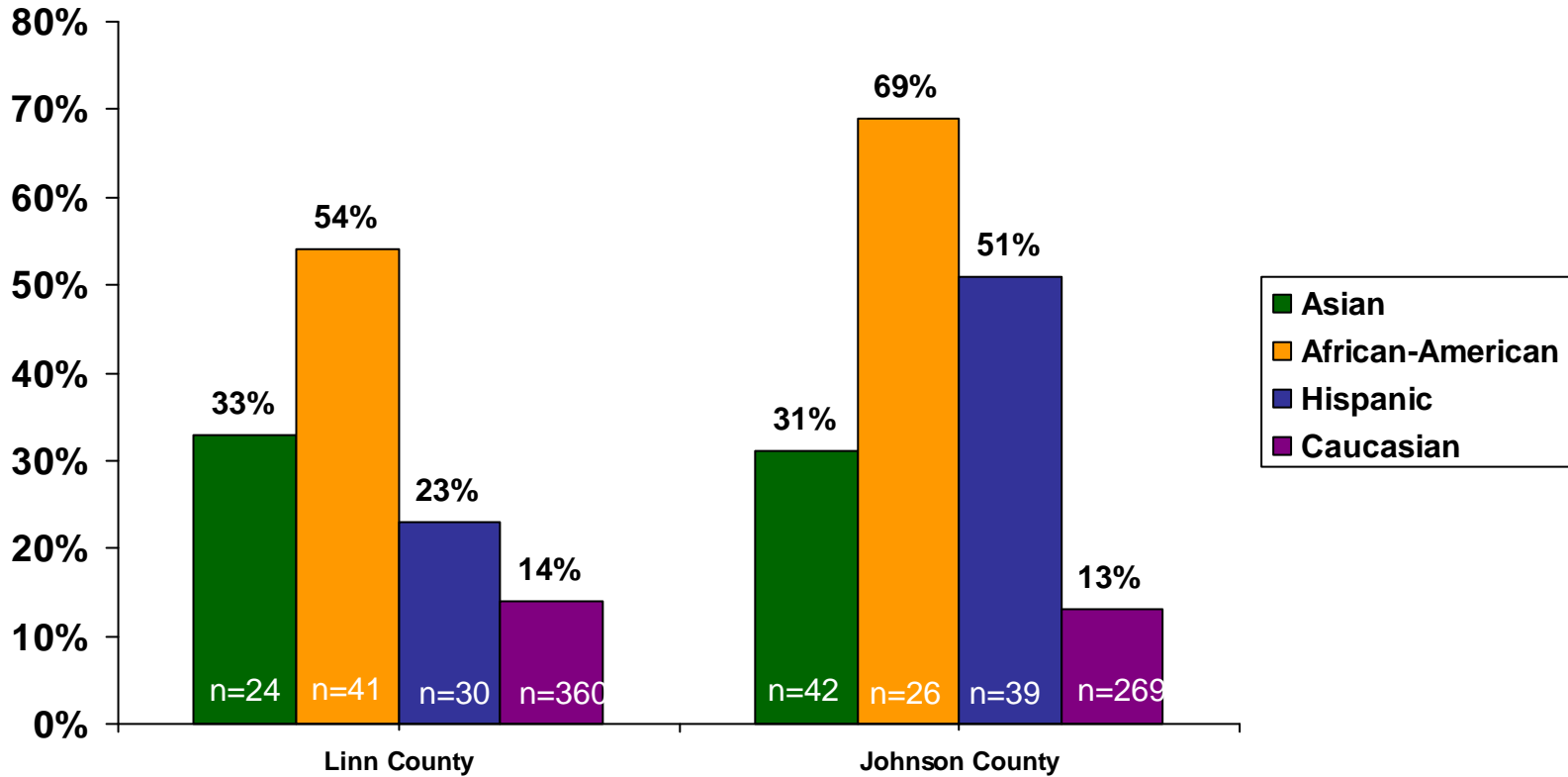
“My wife is disabled and we have problems getting into places. People could be more accommodating to the disabled.” – Linn County

*Q10. Please tell me if you or anyone in your household has been discriminated against based on an intolerance of diversity often, sometimes, or never. (The charts above show those who reported “often” or “sometimes.”)*

## Assessment of Needs

# Discrimination – At a Store

Although overall rates of discrimination are similar for Linn County (20%) and Johnson County (24%), African-Americans and Hispanics in Johnson County report experiencing discrimination at stores more often than African-American and Hispanic respondents in Linn County. Rates for Asians are similar in both counties.

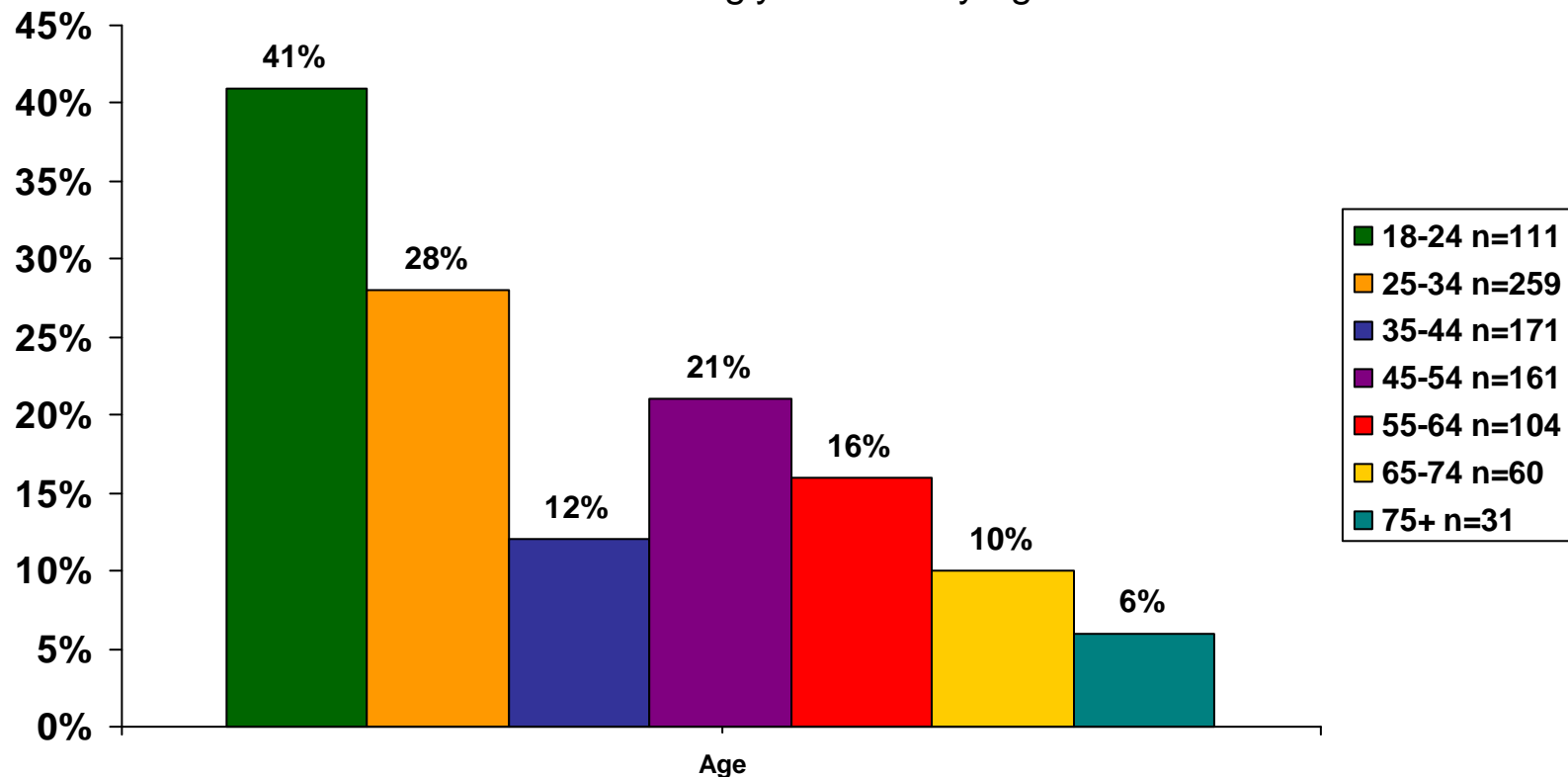


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## Assessment of Needs

# Discrimination – At a Store

Respondents under the age of 25 report the highest levels of discrimination at stores based on age. Although there are not enough Asian, African-American and Hispanic respondents to make conclusive statements, it appears as though the levels of discrimination within these ethnicities are strongly affected by age as well.

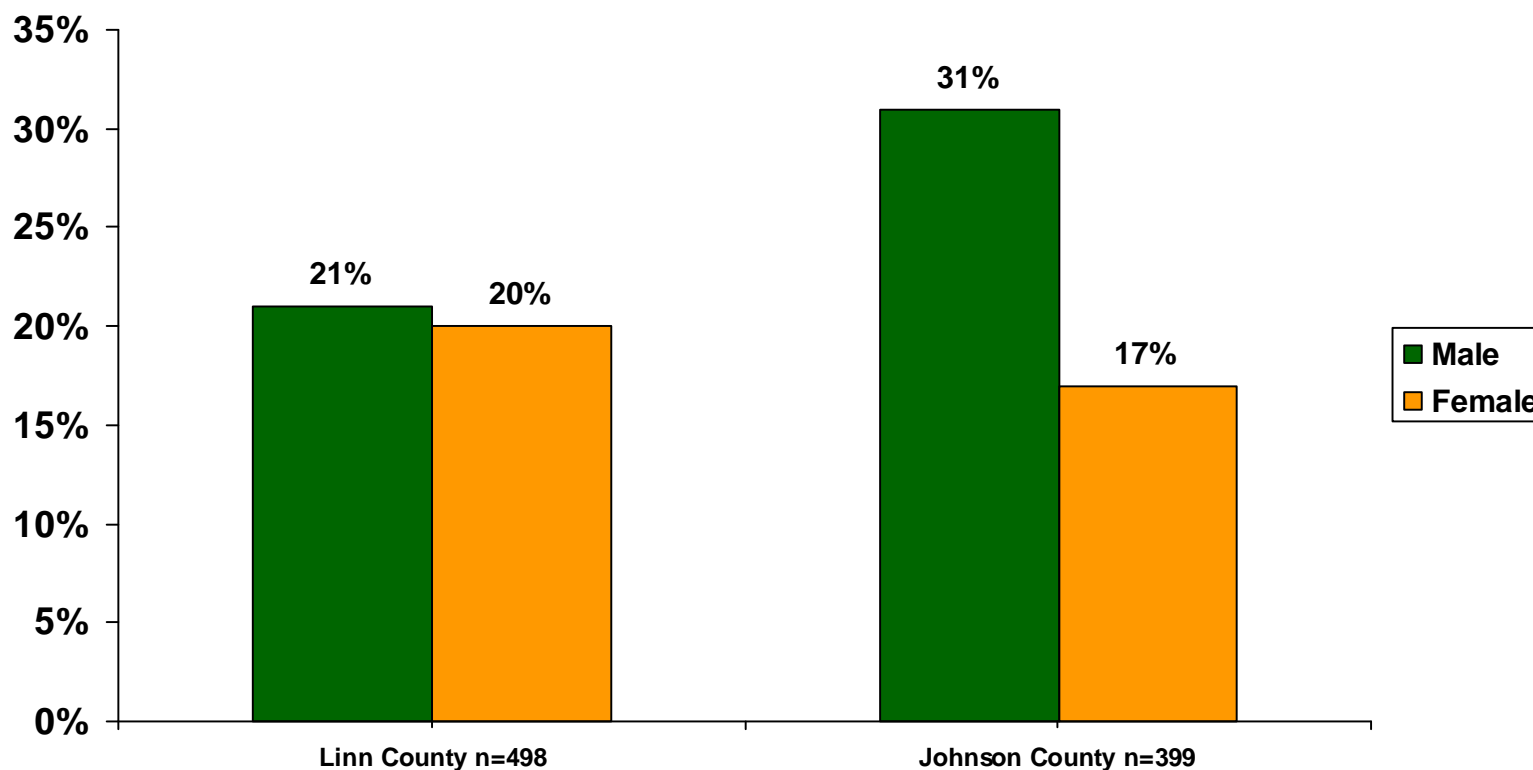


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## Assessment of Needs

# Discrimination – At a Store

Discrimination at stores occurs equally between males and females in Linn County. In Johnson County, however, males experience discrimination at stores at a much higher rate than females. Again, while individual numbers are not high enough for conclusive statements, it appears that African-American males in Johnson County experience the highest levels of discrimination at stores.



Q10. Please tell me if you or anyone in your household has been discriminated against based on an intolerance of diversity often, sometimes, or never. (The charts above show those who reported “often” or “sometimes.”)

## *Assessment of Needs*

# Discrimination – Employment

Examples of discrimination in employment situations often involve either race or gender.

“My wife was told that she was not allowed to speak Spanish and that she could only speak English.” – Johnson County

“One patient refused to see me because of my Asian descent.” – Johnson County

“A minority person was hired over a majority person because the employer wanted to increase the ethnicity ratio.” – Linn County

“An employer changed my ethnicity to meet government standards. I am Caucasian but I have a foreign sounding last name.” – Linn County

“I applied for a job that was posted in a window of a store. When I applied, they wouldn't hire me. I felt it was because I was black. The next day there was a white person in the position.” – Linn County

“My husband speaks Spanish and works at a grocery store. Some workers don't like him because of the way he speaks.” – Linn County

We've had some instances. My husband is from the Middle East. Since 911, my husband gets snide remarks at work.” – Linn County

“I was laid off from a company in 2004. My husband was working at McDonald's. He had to apply to 100 different places. He's from the Dominican Republic. He has dark skin and didn't have a citizenship then.” – Linn County

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## *Assessment of Needs*

# Discrimination – Employment

Age and disabilities are also cited as a source of employment discrimination.

“A lot of places hire women first to meet quotas.” – Linn County

“When my wife applied for a job, they ended up hiring someone who didn't have any children.” – Johnson County

“At my wife's place of work, they tend to not put women in positions of authority.”

“There are certain businesses that do not believe that their employees should be educated in tolerance of diversity.”  
– Linn County

“My sister in law is living in a different state. She is gay and experiences discrimination, especially with employment. She feels welcomed when she comes to our community.” – Johnson County

“My son's age affected the available options when he looked for employment.” – Linn County

“Because of my age. I am over 40. I work in technology but I cannot get a job in my community. I have to work in another city because my age is unacceptable here.” – Linn County

“I applied for a waitress job and was turned down because of my weight.” – Linn County

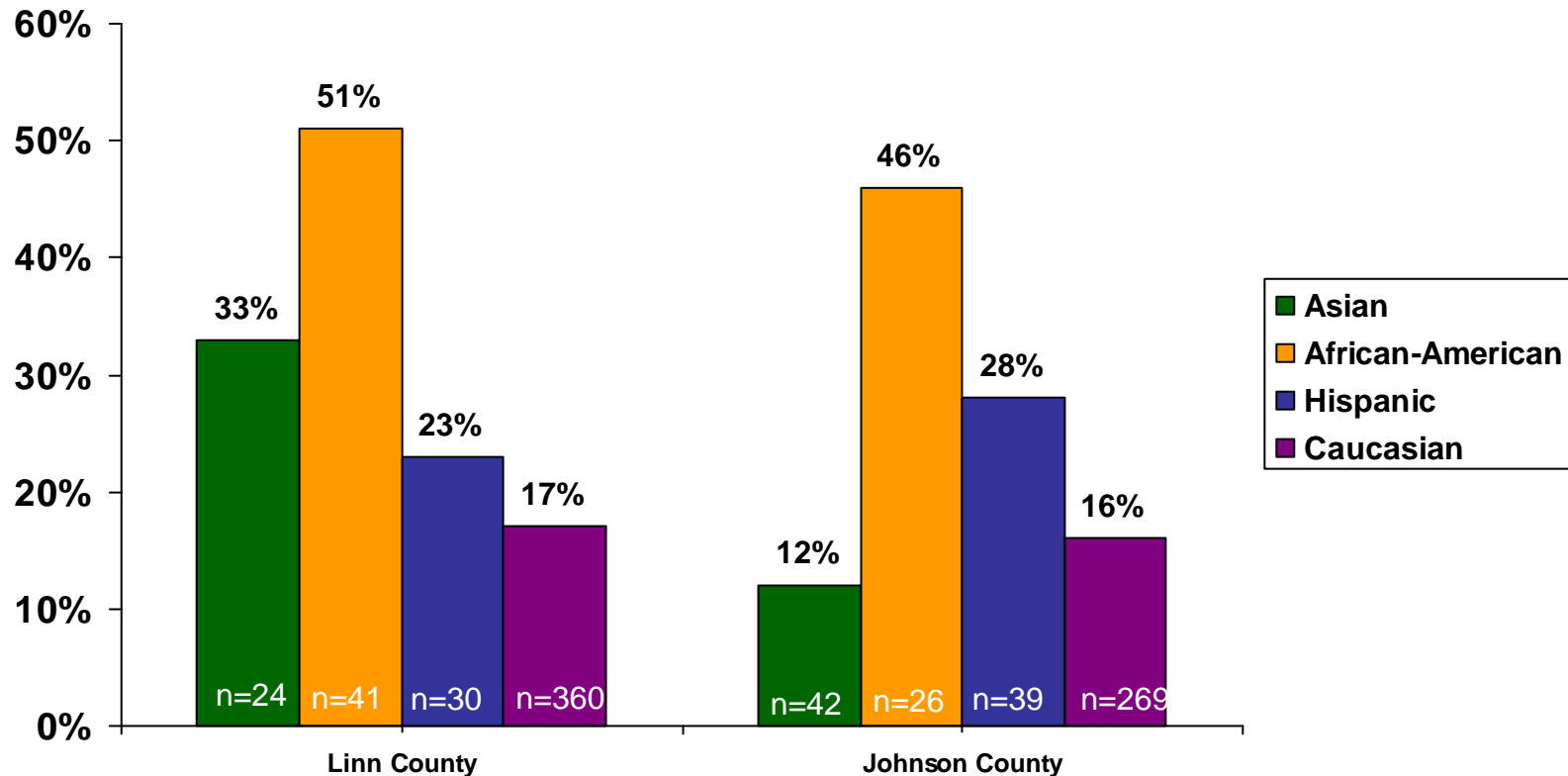
“I have a disability and my employer refused to provide accommodations for me and let me go.” – Linn County

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## Assessment of Needs

# Discrimination – Employment

Overall, African-Americans experience the highest rates of discrimination in employment. Employment discrimination rates are similar for African-Americans, Hispanics, and Caucasians in both counties. Asians, however, experience higher rates of discrimination in Linn County than in Johnson County.

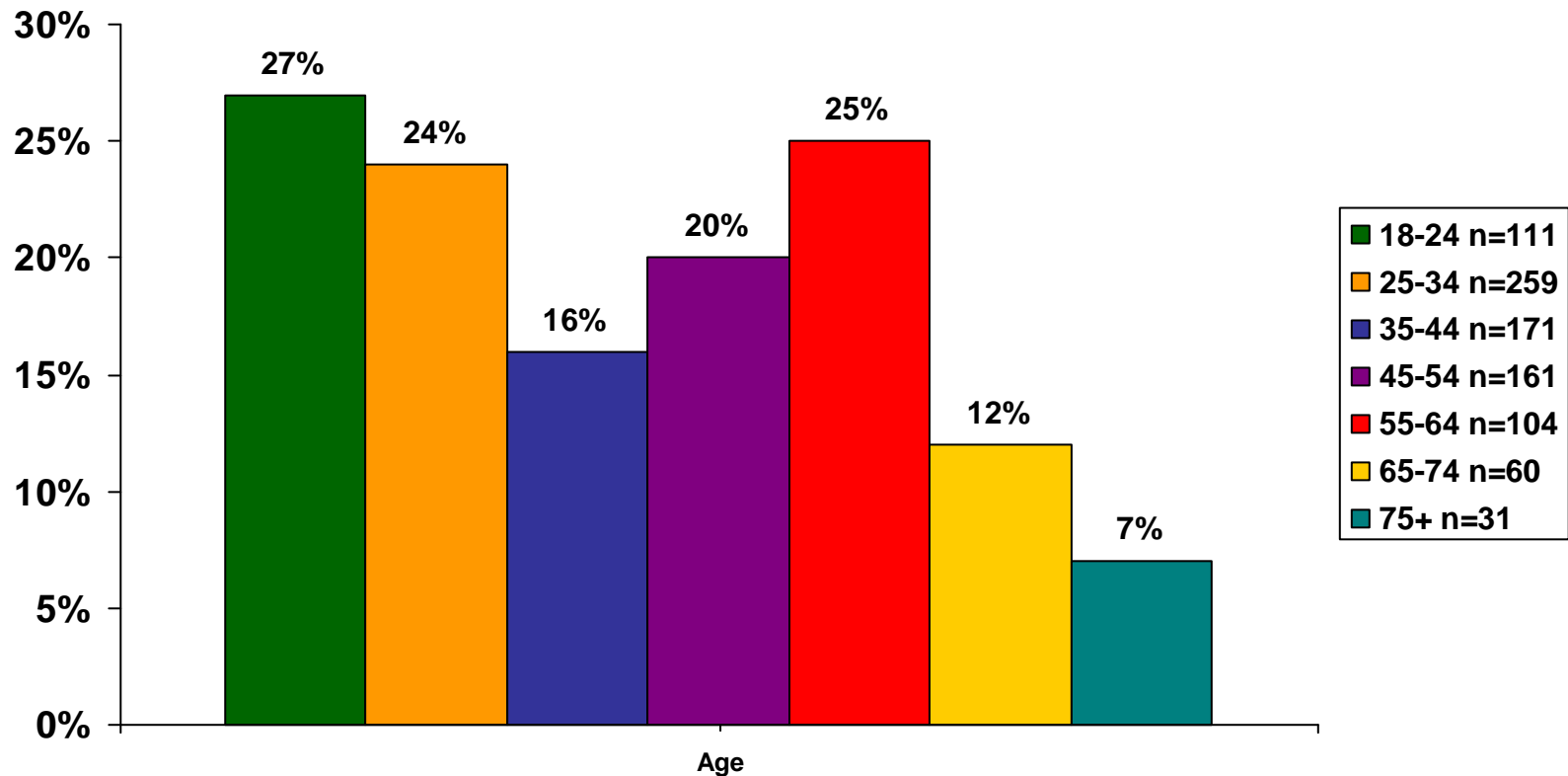


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## Assessment of Needs

# Discrimination – Employment

Rates of employment discrimination are lowest for respondents aged 35 to 44, or 65 or older. The low rates for older respondents, however, do not take into account the percentage of respondents who may be retired and choosing not to work.

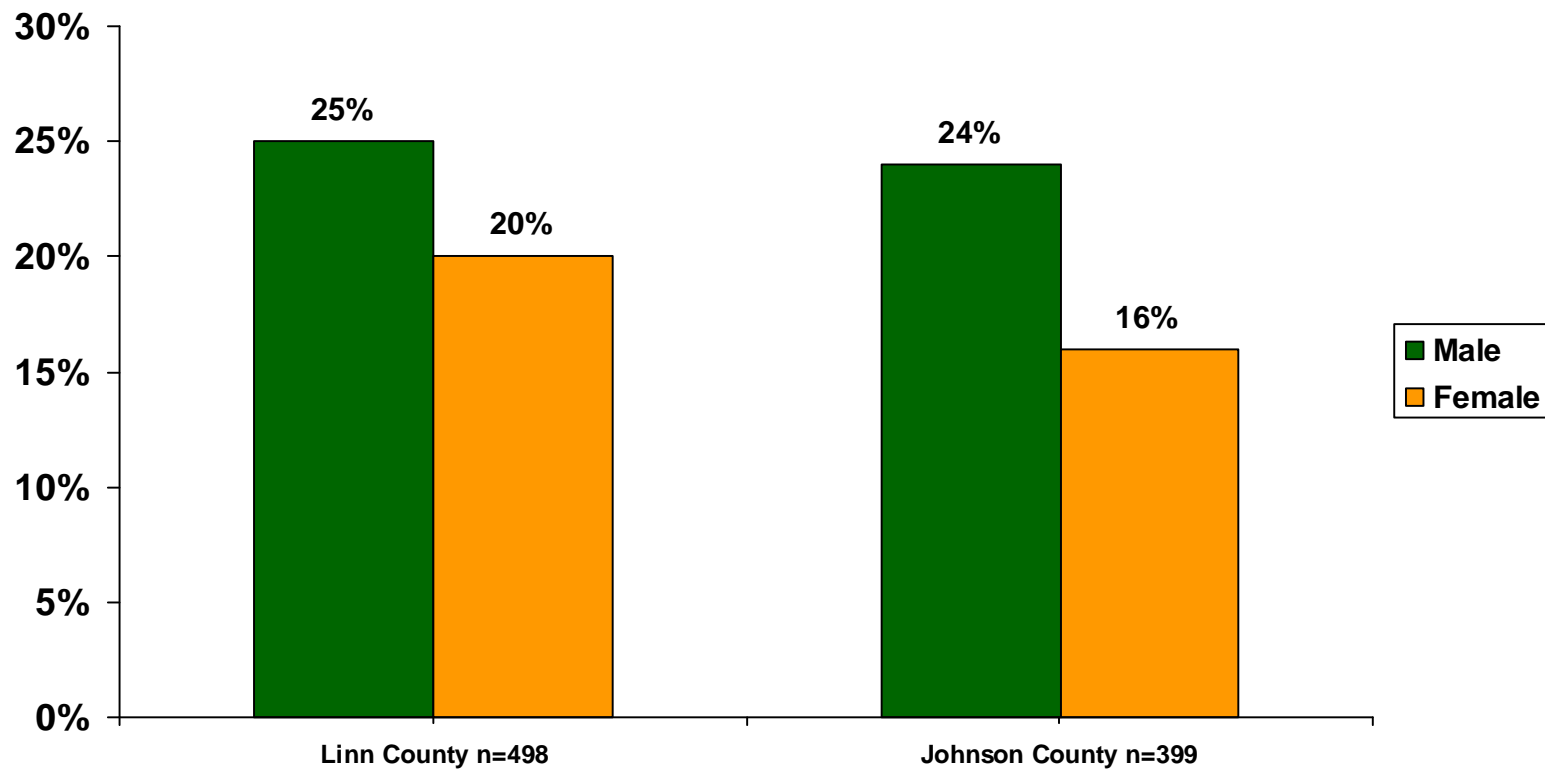


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## Assessment of Needs

# Discrimination – Employment

Employment discrimination is higher for males in both Linn and Johnson Counties than it is for females.

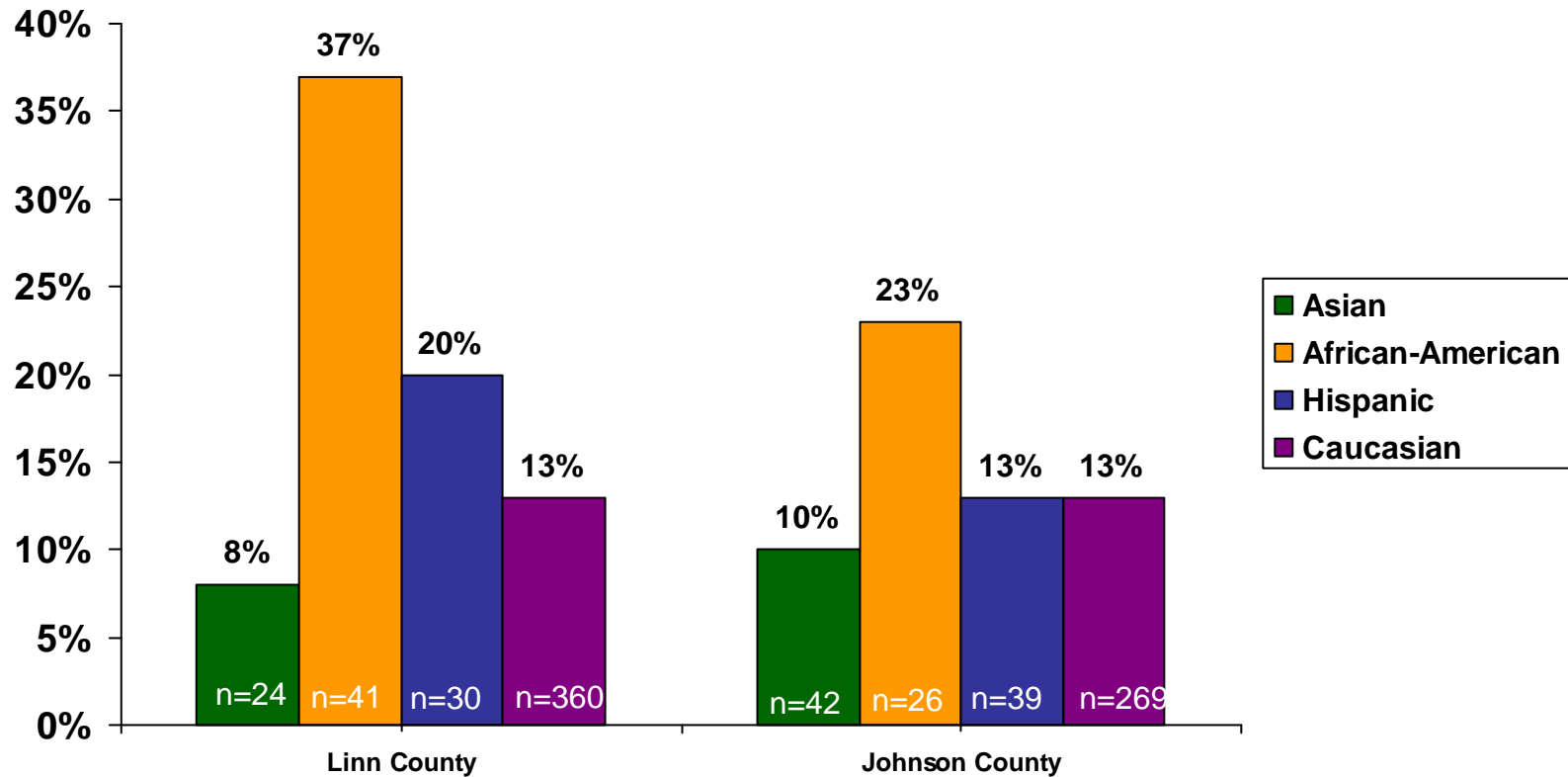


Q10. Please tell me if you or anyone in your household has been discriminated against based on an intolerance of diversity often, sometimes, or never. (The charts above show those who reported “often” or “sometimes.”)

## Assessment of Needs

# Discrimination – Issues Involving Children

Overall, African-Americans experience the highest rates of discrimination with issues involving their children. This rate is significantly higher in Linn County than it is in Johnson County. Asians report lower rates of discrimination with issues involving their children than Hispanics or Caucasians.

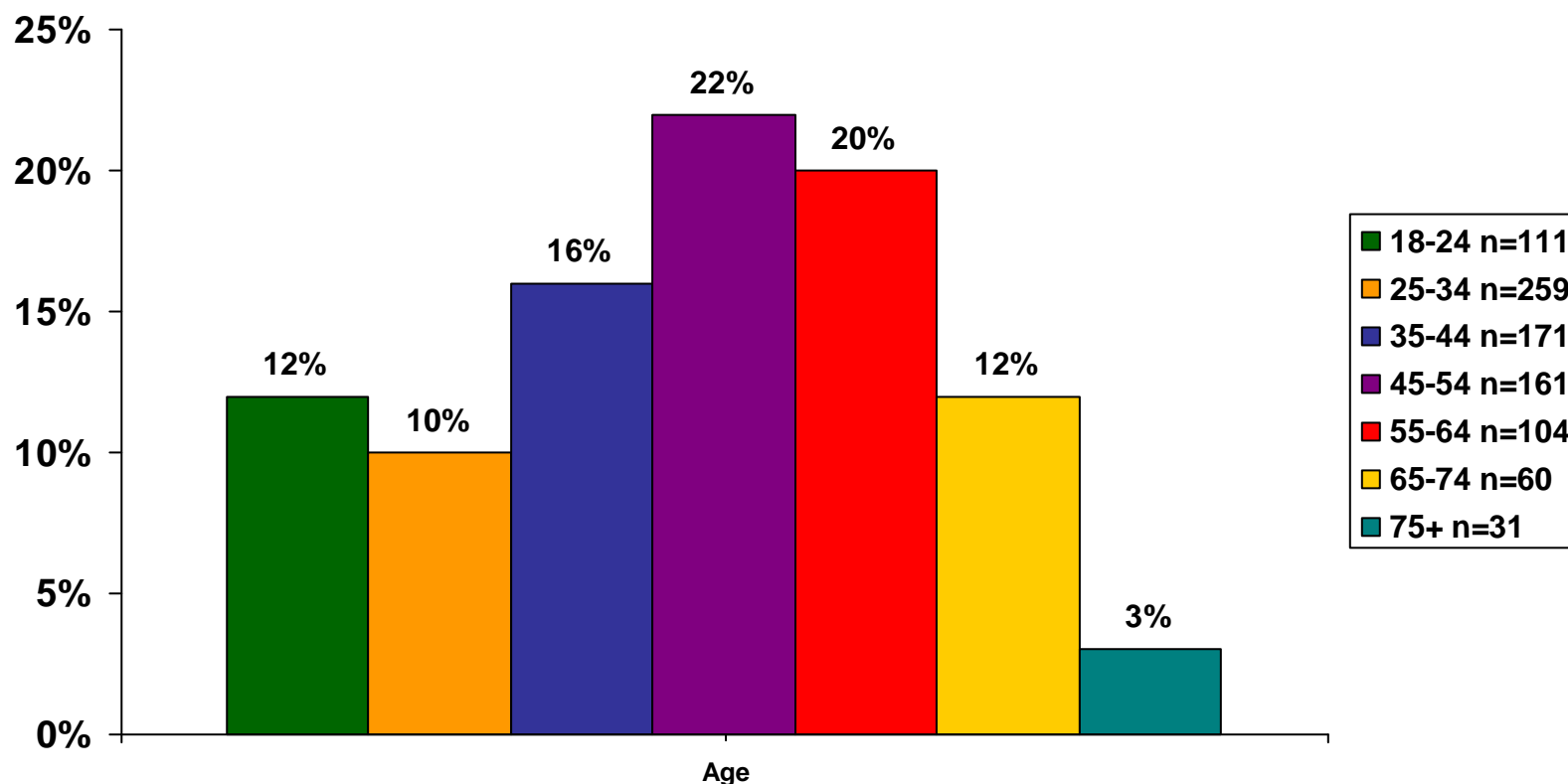


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## Assessment of Needs

# Discrimination – Issues Involving Children

Rates of self-reported discrimination with issues involving one's children are highest for respondents between the ages of 45 and 64.

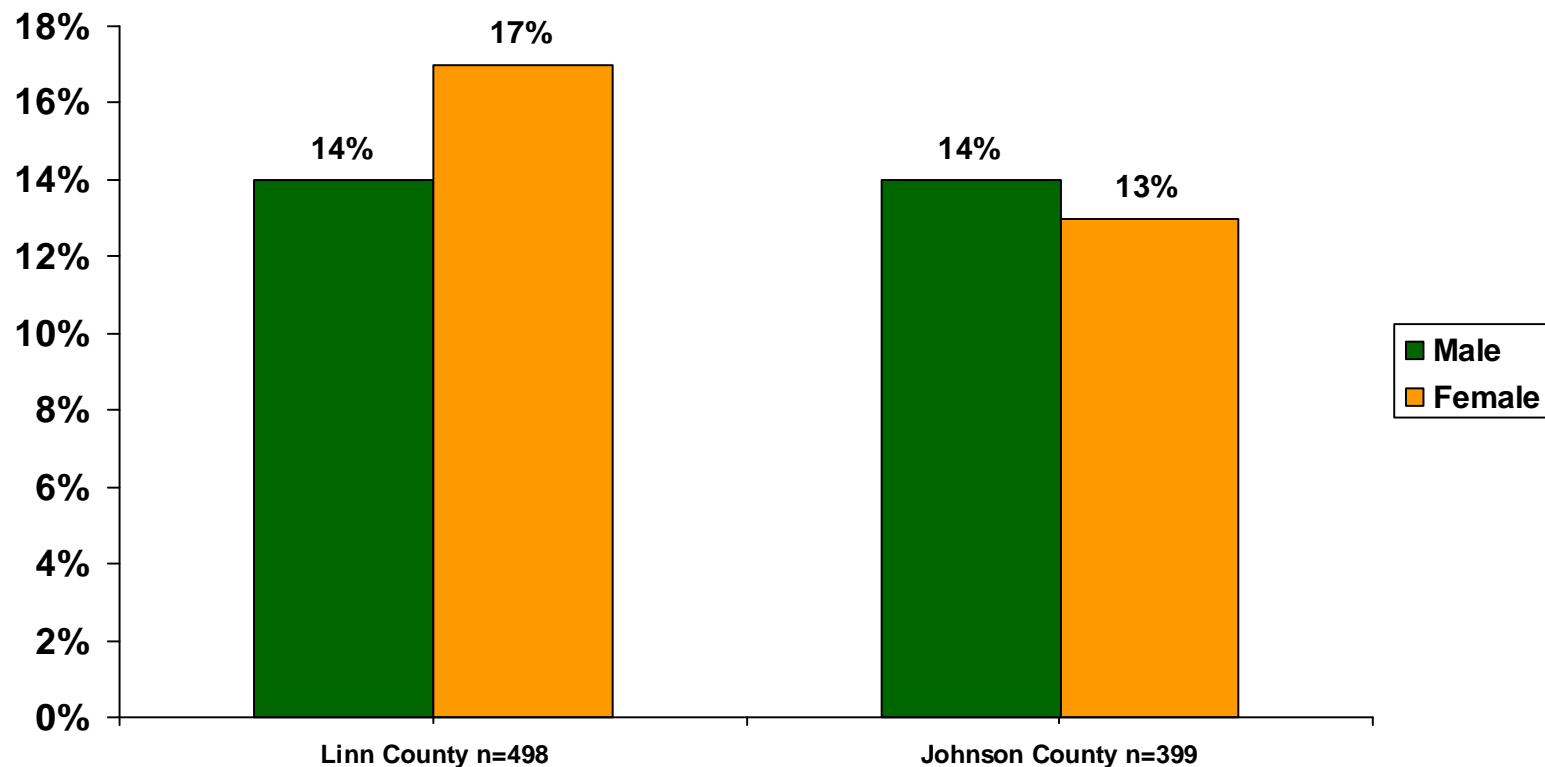


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## Assessment of Needs

# Discrimination – Issues Involving Children

There is little difference regarding discrimination involving one's children when gender is taken into account.



Q10. Please tell me if you or anyone in your household has been discriminated against based on an intolerance of diversity often, sometimes, or never. (The charts above show those who reported "often" or "sometimes.")

## *Assessment of Needs*

# Discrimination – Law Enforcement

Law enforcement discrimination is often related to race.

“Just with police and the way they talk to people who are Hispanic or not Caucasian.” – Johnson County

“My daughter's boyfriend, who is black, has been hassled by police for drugs.” – Johnson County

“My husband is Hispanic. He has felt he has been pulled over partly as a result of racial profiling.” – Johnson County

“You get stopped by the police just because of your color.” – Johnson County

“I got stopped by a law officer and they gave me a ticket. I felt that it was because of my ethnicity. I felt very threatened by the way they talked to me and looked at me.” – Linn County

“It's a small town so law enforcement tends to use racial profiling.” – Linn County

“The police will stop young people of color arbitrarily, and harass them. I've seen that happen several times.” – Linn County

“When I was younger, police officers were less tolerant of some groups in certain areas.” – Linn County

*Q10. Please tell me if you or anyone in your household has been discriminated against based on an intolerance of diversity often, sometimes, or never. (The charts above show those who reported “often” or “sometimes.”)*

## *Assessment of Needs*

# Discrimination – Law Enforcement

Additional explanations of law enforcement are offered in Linn County, although Johnson County specific examples are all related to race.

“After a car accident, the officers treated me like it was my fault because I was a woman.” – Linn County

“I had a problem with a police officer when I wanted to pay a fine. He made it difficult and wouldn't help me, and I had to go over his head to get the matter resolved.” – Linn County

“I was followed by police, handcuffed, and detained, only to have them let me go due to mistaken identity.” – Linn County

“I was in a family dispute with my sister. The police came and I was critical of the job they did. I felt the police were retaliating due to my opinion.” – Linn County

“My brother faced discrimination from the police once they saw his history. He got more than he should have gotten as far as punishment.” – Linn County

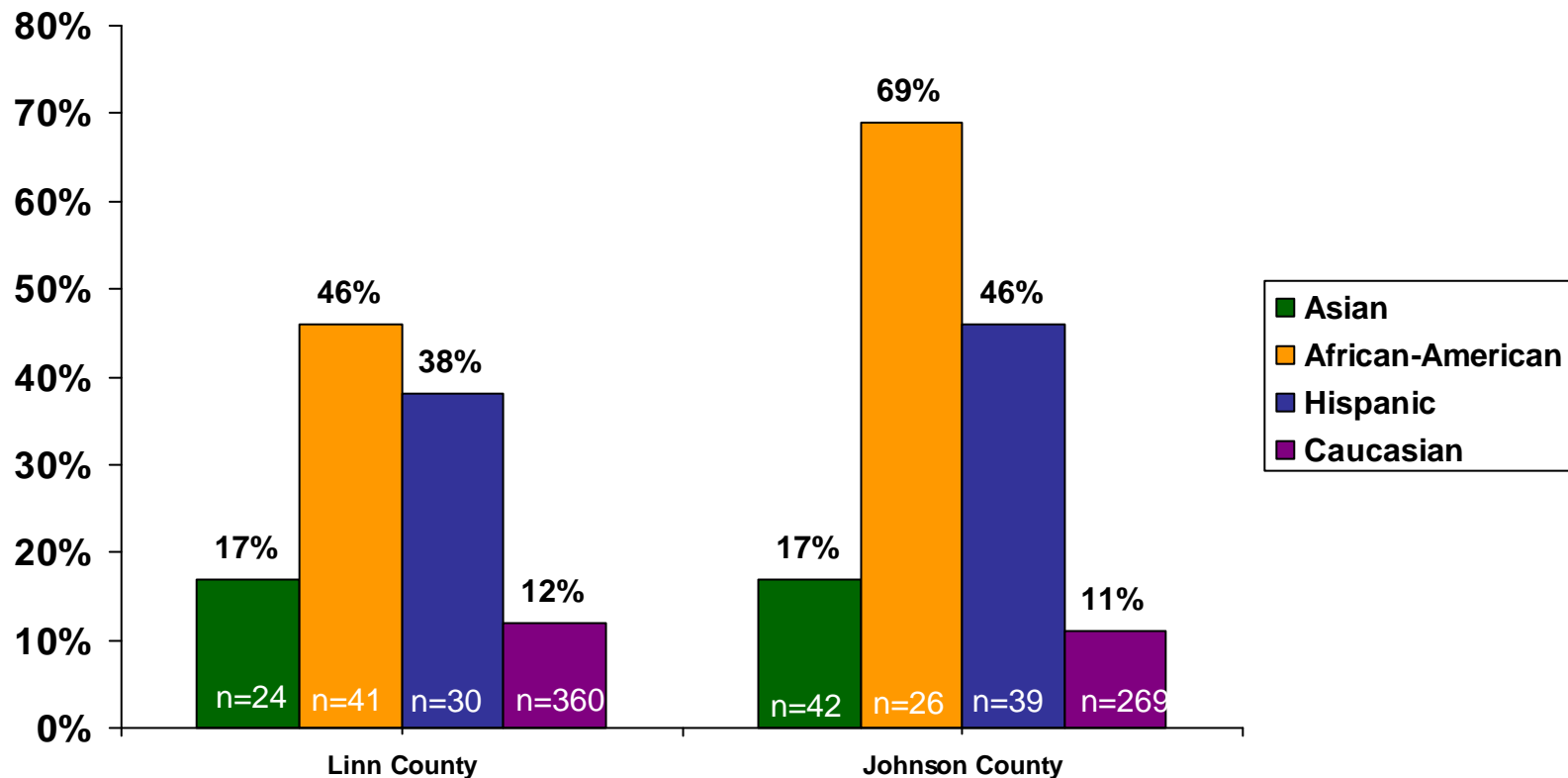
“My husband was pulled over and the police officer was a lot harsher on him until he found out he was related to me.” – Linn County

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## Assessment of Needs

# Discrimination – Law Enforcement

Discrimination with issues involving law enforcement is highest for African-American and Hispanic respondents. The rates for African-Americans in both counties are extremely high, but the reported rate in Johnson County is even more alarming than in Linn County.

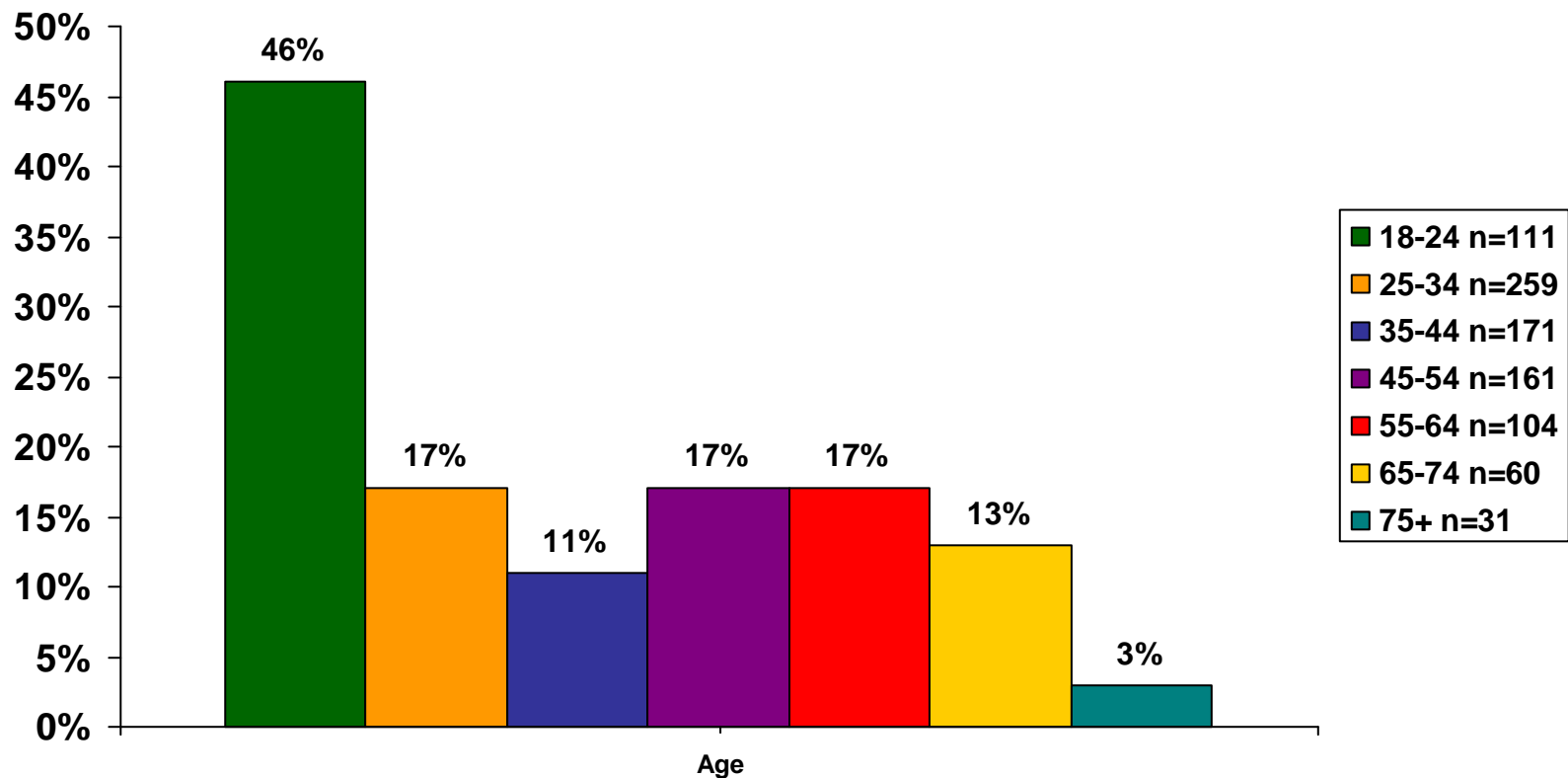


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## Assessment of Needs

# Discrimination – Law Enforcement

As with rates of discrimination at stores, discrimination involving law enforcement is most prominent with younger respondents.

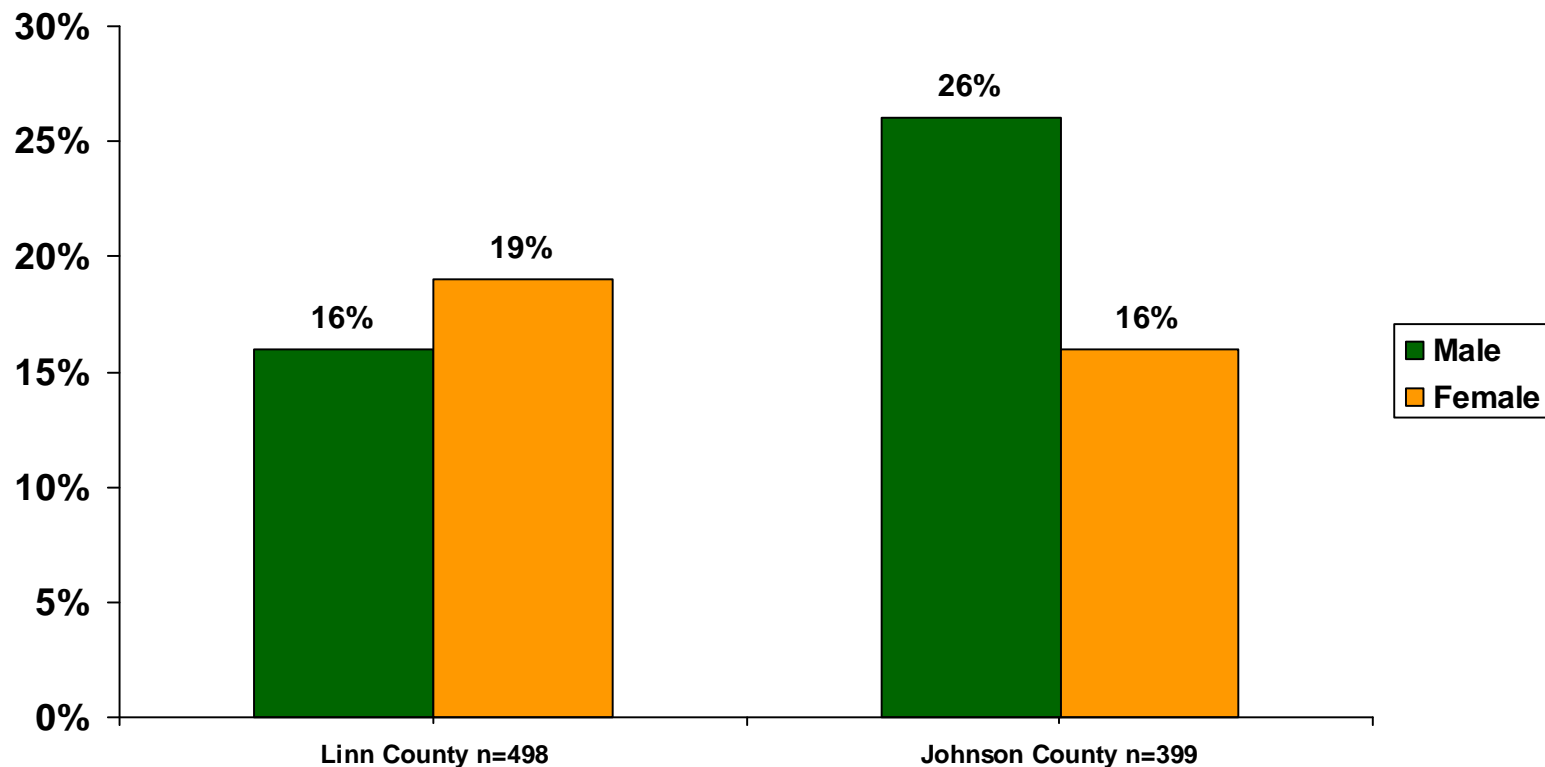


Q10. Please tell me if you or anyone in your household has been discriminated against based on an intolerance of diversity often, sometimes, or never. (The charts above show those who reported “often” or “sometimes”.)

## Assessment of Needs

# Discrimination – Law Enforcement

Males in Johnson County experience significantly higher rates of discrimination than males in Linn County.



Q10. Please tell me if you or anyone in your household has been discriminated against based on an intolerance of diversity often, sometimes, or never. (The charts above show those who reported “often” or “sometimes.”)

## *Assessment of Needs*

# Discrimination – Restaurants

Reports of discrimination in restaurants usually relate to race.

“I had a dinner with 12 kids. One of them was Hispanic and he came to the restaurant late. After he arrived, they wouldn't serve my family or me.” – Linn County

“People wouldn't serve my family because we were African American.” – Linn County

“That happened in a restaurant. I had my mother with me and she speaks Spanish and this girl just stood there.” – Linn County

“Sometimes at restaurants, I feel that I'm served later than other ethnic groups. “ – Johnson County

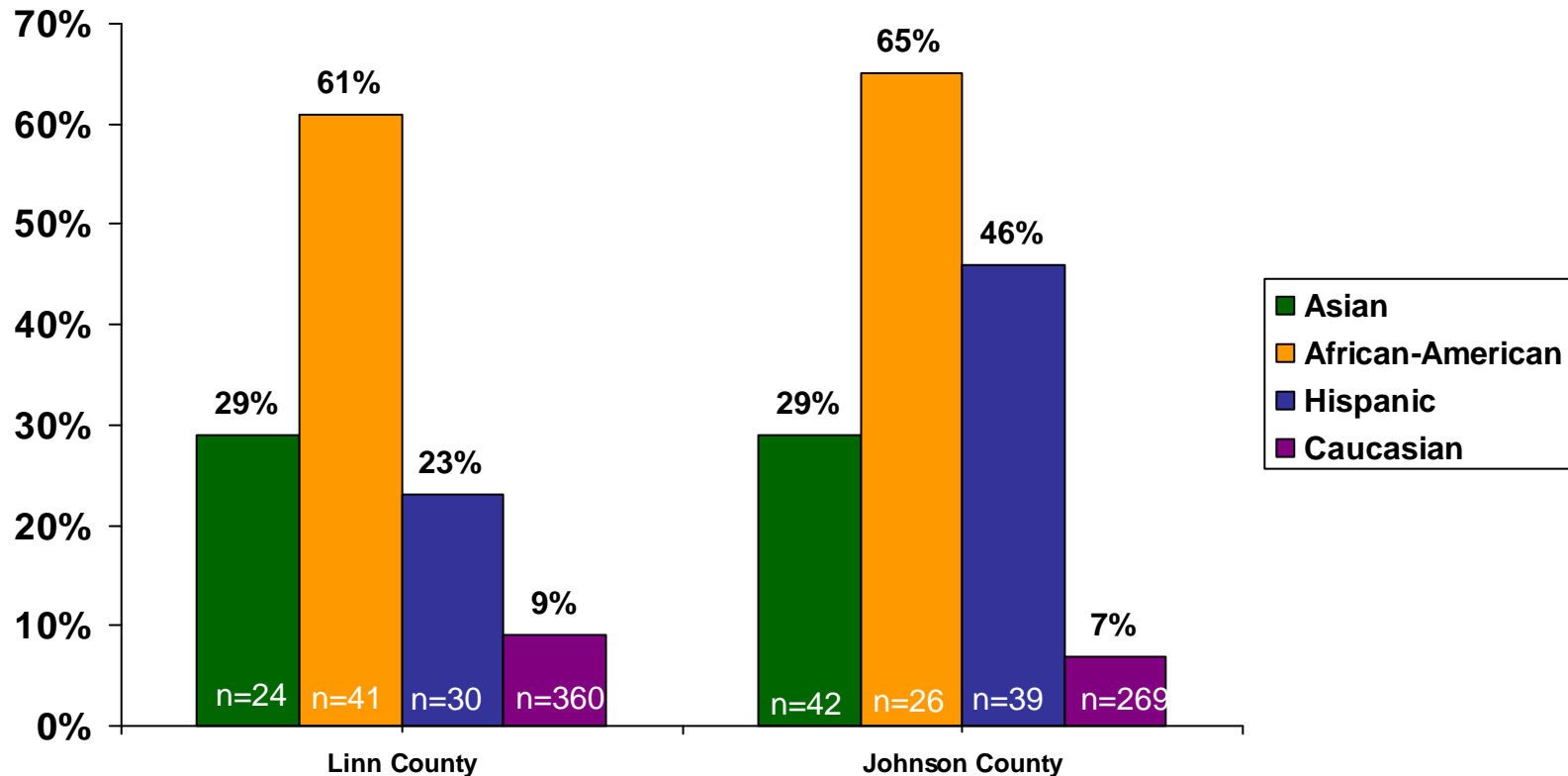
“We were in a restaurant with an African American family and I noticed that everyone around us was serviced before us. It took them forever to come and serve us. We protested and made them apologize.” – Johnson County

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## Assessment of Needs

# Discrimination – Restaurants

African-Americans report the highest rates of discrimination at restaurants. Asians and Hispanics also report high rates of discrimination, with significantly more Hispanic respondents reporting discrimination in Johnson County than Hispanics in Linn County.

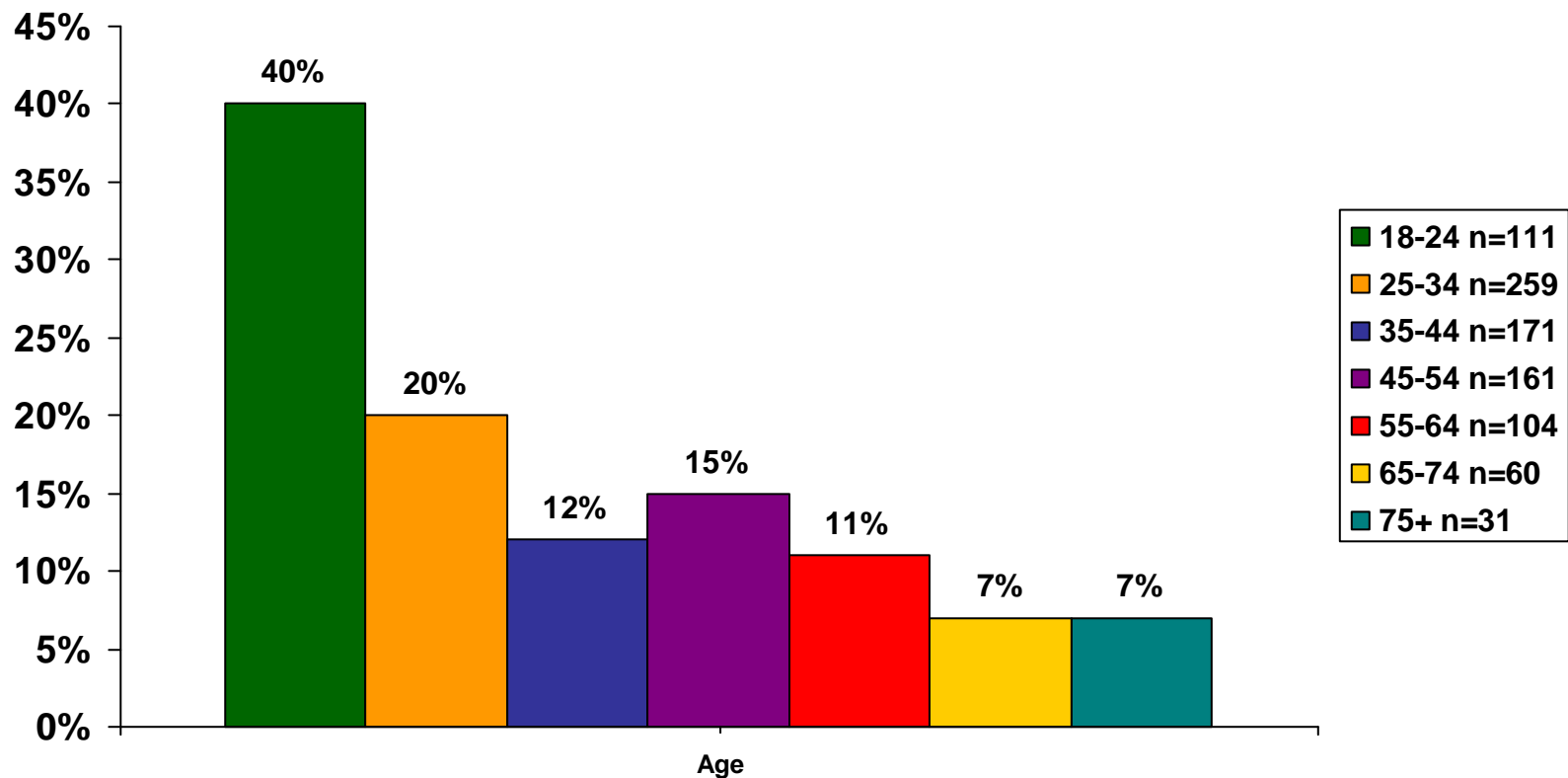


Q10. Please tell me if you or anyone in your household has been discriminated against based on an intolerance of diversity often, sometimes, or never. (The charts above show those who reported “often” or “sometimes.”)

## Assessment of Needs

# Discrimination – Restaurants

Discrimination at restaurants is highest for young respondents.

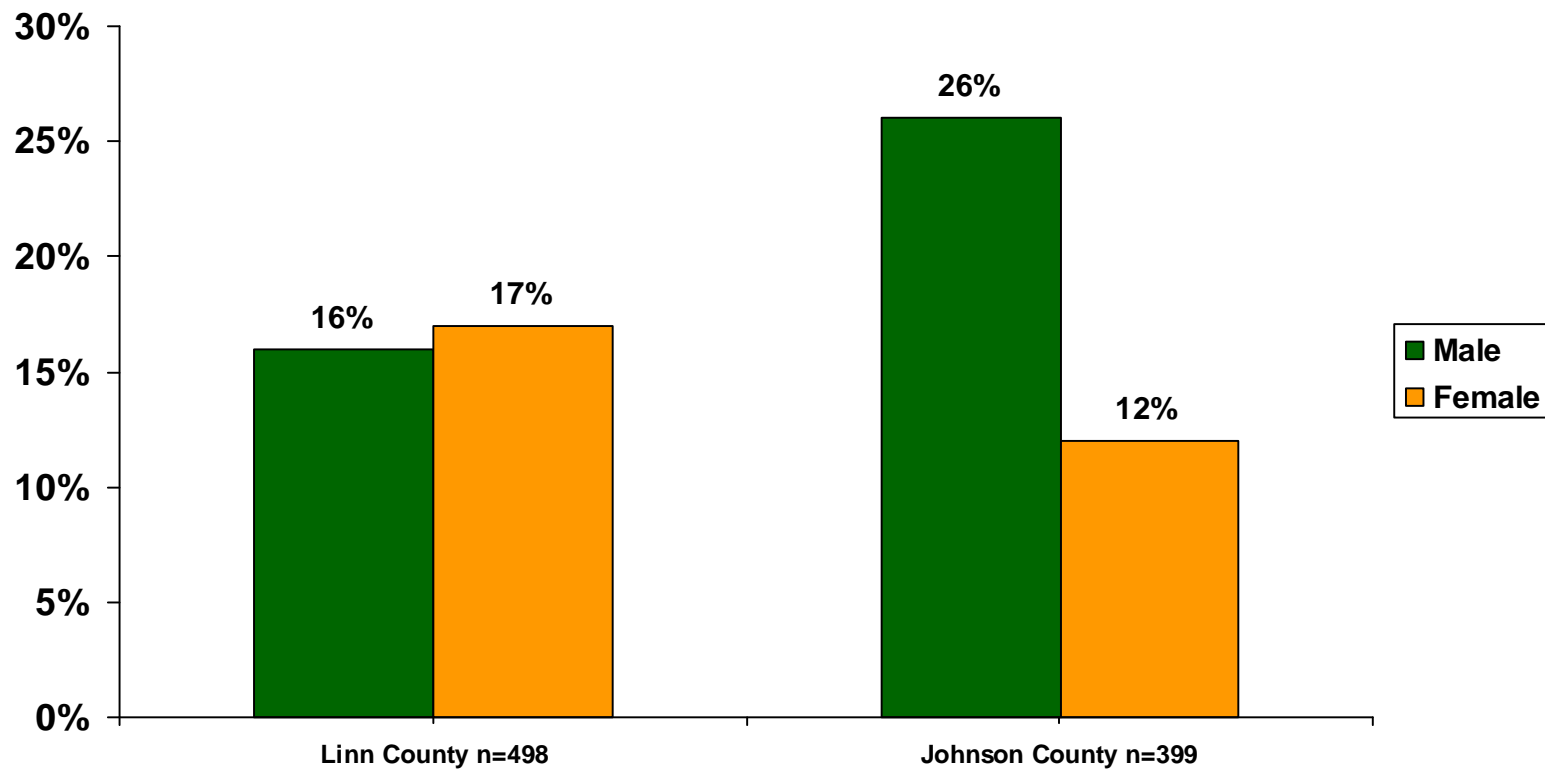


Q10. Please tell me if you or anyone in your household has been discriminated against based on an intolerance of diversity often, sometimes, or never. (The charts above show those who reported “often” or “sometimes.”)

## Assessment of Needs

# Discrimination – Restaurants

Males in Johnson County experience significantly higher rates of discrimination than males in Linn County.



Q10. Please tell me if you or anyone in your household has been discriminated against based on an intolerance of diversity often, sometimes, or never. (The charts above show those who reported “often” or “sometimes.”)

## *Assessment of Needs*

# **Discrimination – Public Schools**

Respondents cite instances of discrimination in public schools based on several reasons, but race is the most prominent reason.

“My son has been accused of wrong doing at school, falsely, while his white friends are left alone. If there's any trouble, it is assumed immediately that he is involved.” – Johnson County

“There was an incident with my son and the school bus driver. He left my son waiting and picked everyone else up. My son was the only brown child so I think that the driver did have a problem with that.” – Johnson County

“I have Hispanic cousins who had problems enrolling in school because it was a mainly white school. They got in eventually, but it took a while. That would not have happened to a white person.” – Linn County

“We are a mixed race family. It's been positive discrimination, if that makes sense. My children were selected to participate in something due to not being white. There can be a lot of opportunities due to being of a different race.” – Linn County

“In high school, I tried out for cheerleading and they didn't take me because they needed a quota of African Americans.” – Linn County

“Kids were calling my grandson 'Chinese boy' at school. I'm part of a mixed marriage. My wife is Asian.” – Linn County

“My son has a learning disability and he is Hispanic. They don't want to give him the help that he needs and I think it's due to his last name.” – Linn County

“Our only child was an adopted child from Korea. I saw instances where she was teased by other children at school.” – Linn County

## *Assessment of Needs*

# **Discrimination – Public Schools**

Additional sources of discrimination in public schools include sexual-orientation, religion, disability, and socio-economic status.

“My partner and I are in a long term relationship and we are currently suing the state for marriage rights. My daughter's preschool refused to discuss our family.” – Johnson County

“Schools do not make allowance for Jewish holidays. It's the same for Muslim holidays.” – Johnson County

“When my daughter was in fifth grade, the cafeteria served pork weiners. We are Muslim.” – Linn County

“When my son was in school, they didn't understand him because he has autism. They treated him very badly in the school system.” – Johnson County

“Access for people with disabilities has been difficult. It has been hard to get around sometimes. Schools are too old fashioned with a lot of stairs.”

“The school system tried to force medication on a child who had a learning disability.” – Linn County.

“I actually come from a fluent economic background. My children are very talented. They entered the school for economic reasons, and when it was time to get to my kids needs, they didn't and they had no interest in doing so.”

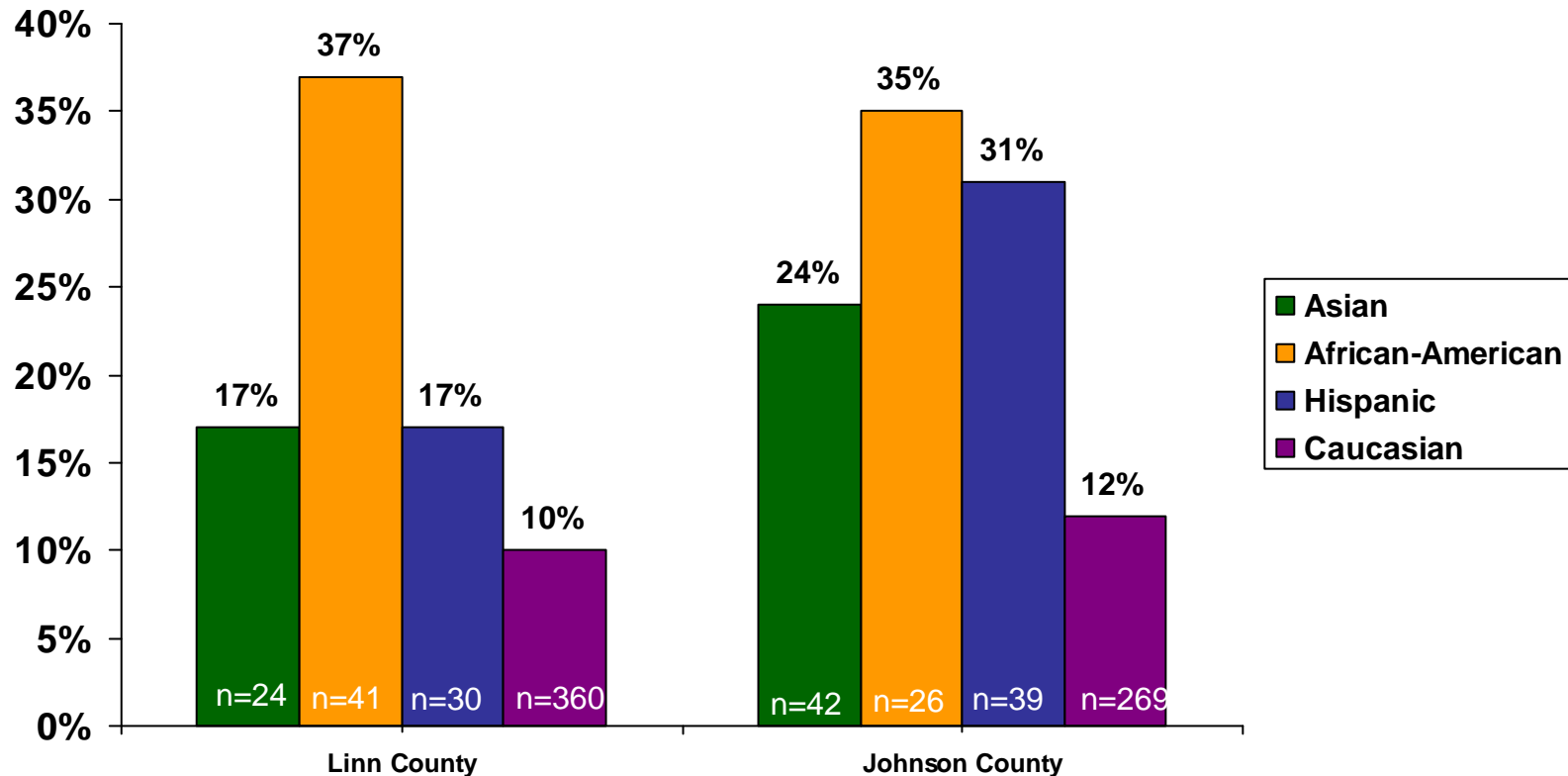
“Preschools are geared towards the lower income groups. It seems like if you have a lower income, you can get free preschool. If you are earning more, you do not get this advantage.” – Linn County

“I have experienced problems with teachers because I am a single parent.” – Linn County

## Assessment of Needs

# Discrimination – Public Schools

African-Americans report the highest rates of discrimination in public schools, although these rates are significantly lower than they are in other situations, such as law enforcement and stores. Hispanic respondents in Johnson County report rates similar to those of African-Americans.

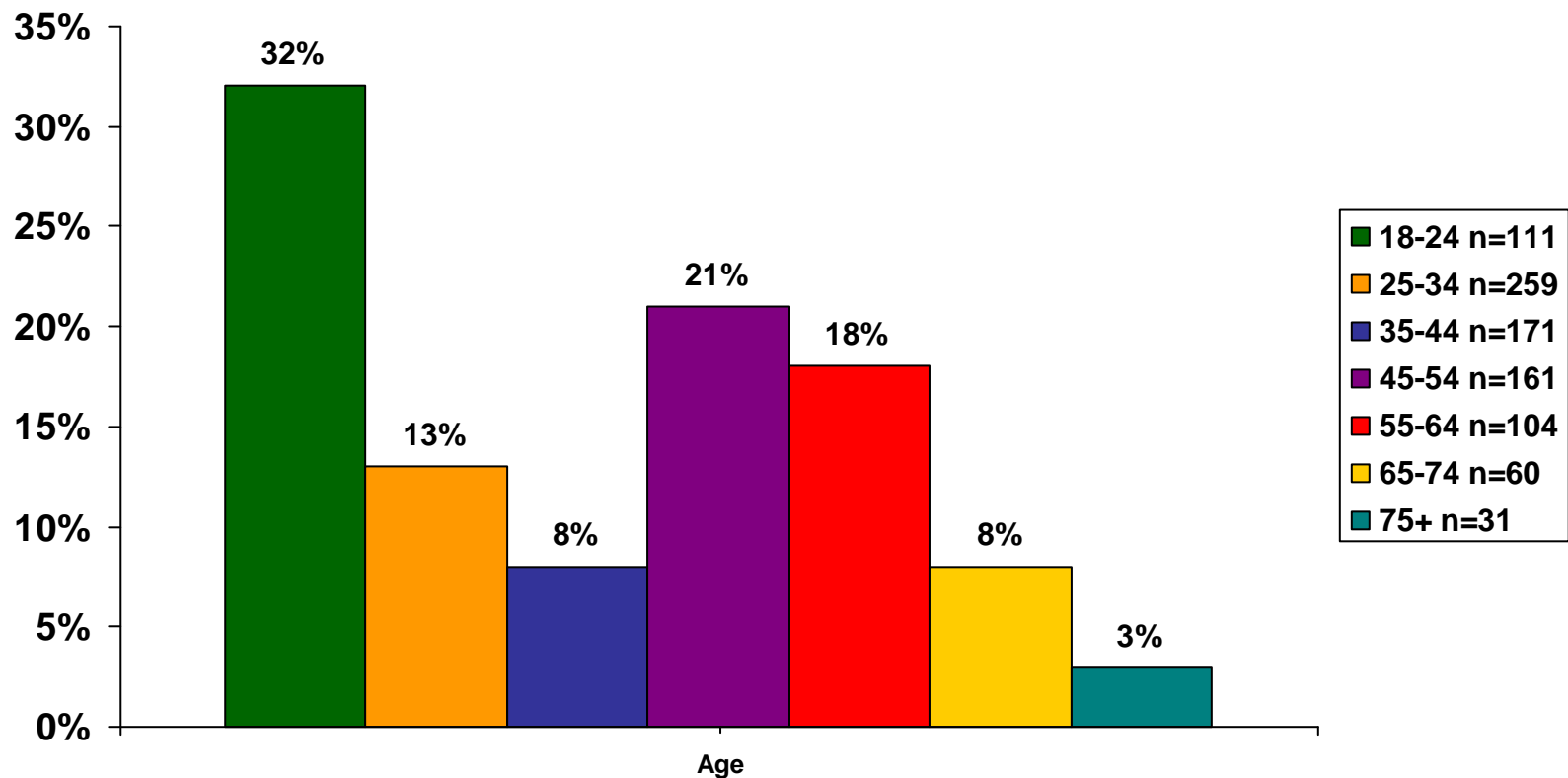


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## Assessment of Needs

# Discrimination – Public Schools

Discrimination in public schools is highest for respondents aged 18 to 24 and between the ages of 45 and 64.

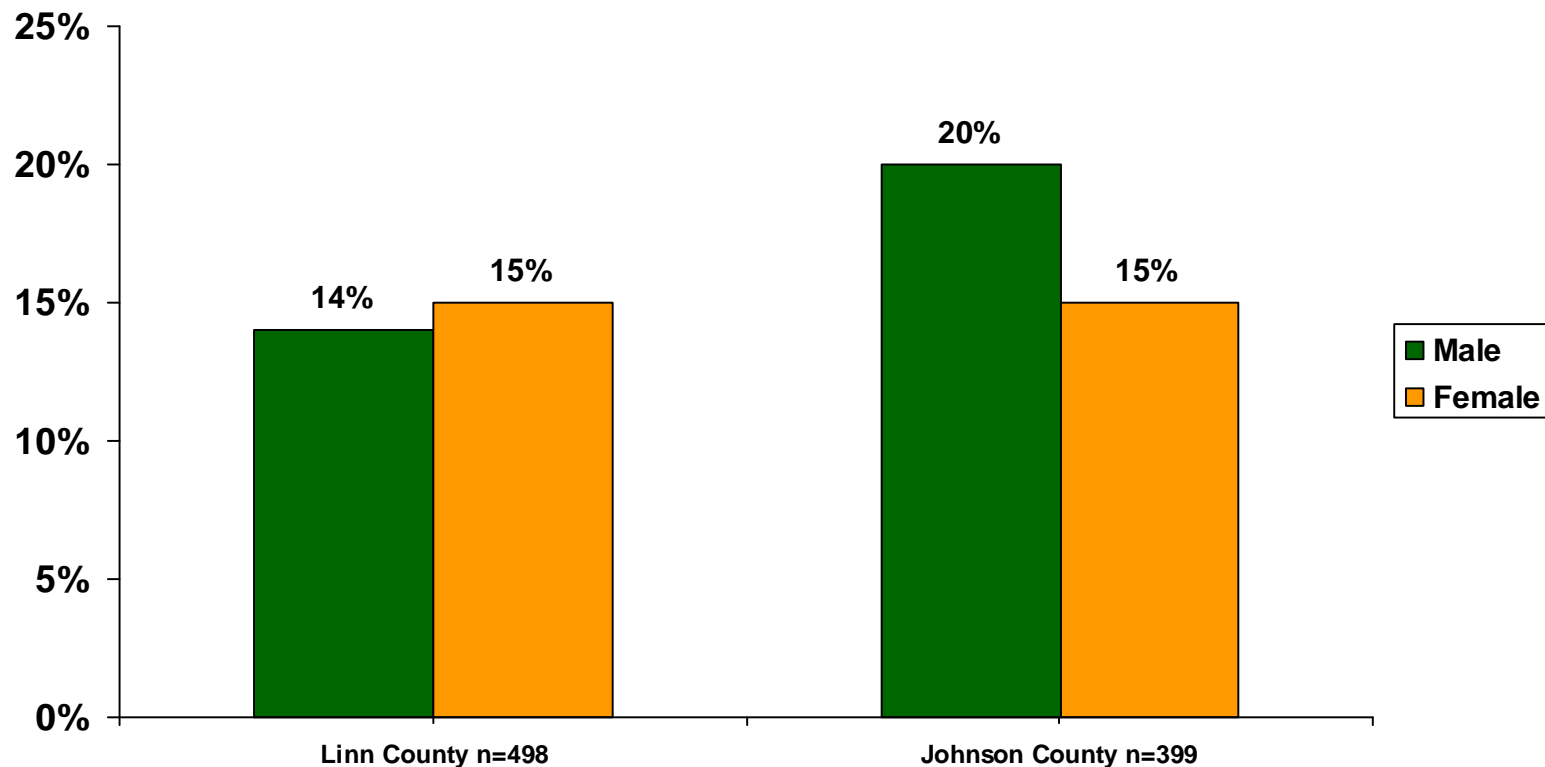


Q10. Please tell me if you or anyone in your household has been discriminated against based on an intolerance of diversity often, sometimes, or never. (The charts above show those who reported “often” or “sometimes.”)

## Assessment of Needs

# Discrimination – Public Schools

In schools, females in Johnson County experience significantly higher rates of discrimination than males in Johnson County or females in Linn County.



Q10. Please tell me if you or anyone in your household has been discriminated against based on an intolerance of diversity often, sometimes, or never. (The charts above show those who reported “often” or “sometimes.”)

## *Assessment of Needs*

# **Discrimination – Neighbors**

The majority of respondents who identified discrimination with neighbors chose not to explain the situation.

“It’s just in social gatherings in public. I know about the history of my family and people like to talk down to us about it. It relates back to the people with money wanting to flaunt it and put other people down.” – Linn County

“I’ve been harassed because I am a woman. Men talk to me in a way that is completely inappropriate.” – Linn County

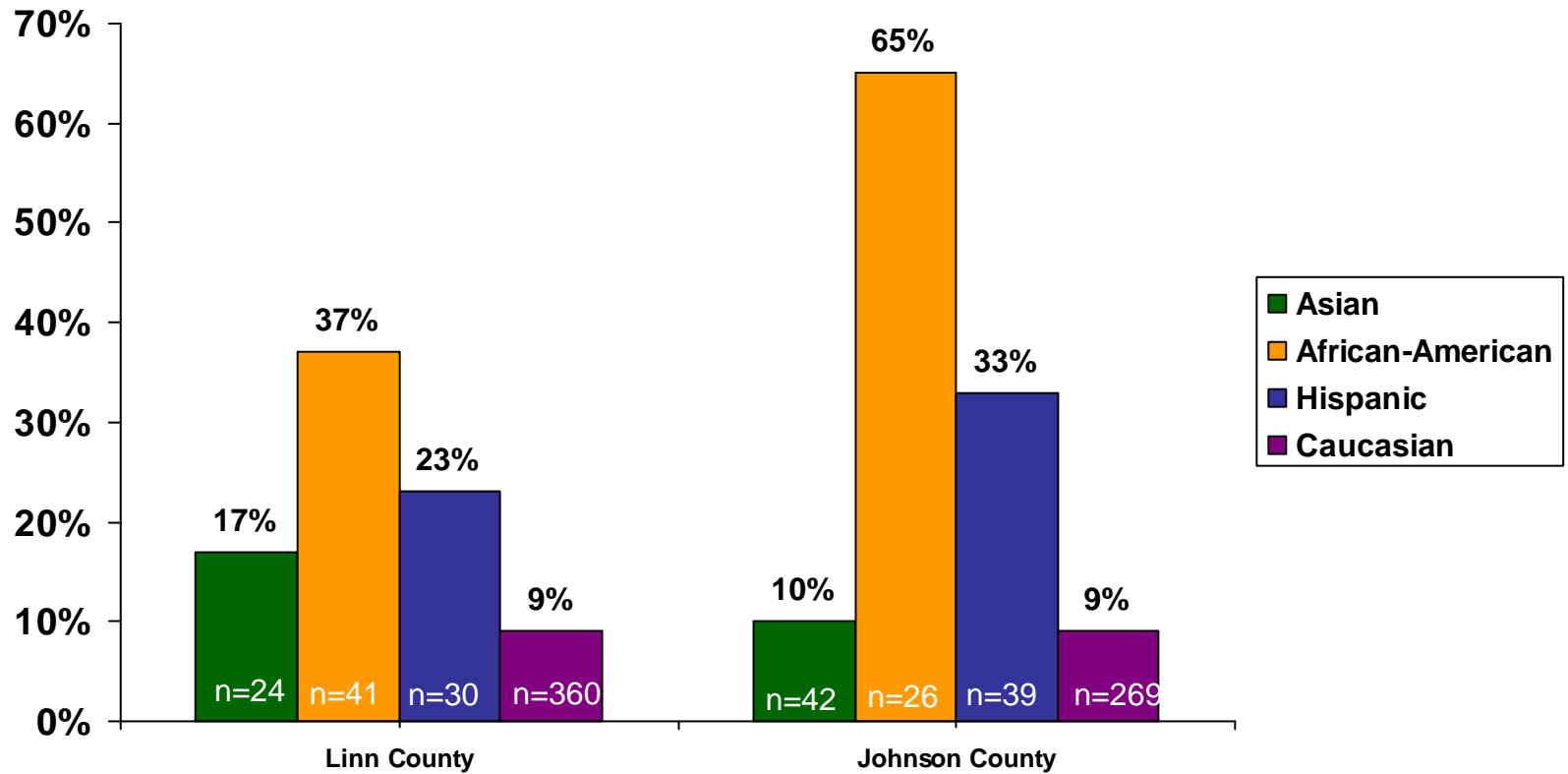
“My husband is half Mexican and when he was in high school, the parents of the girls he dated were not happy that he was going out with their daughters.” – Linn County

“People were parking in the handicapped zone at night.” – Linn County

“When I was a child, I had problems with my neighbors. They were very cruel. When you’re young, things like that affect your upbringing.” – Johnson County

## Assessment of Needs Discrimination – Neighbors

African-Americans in Johnson County report the highest rates of discrimination involving neighbors.

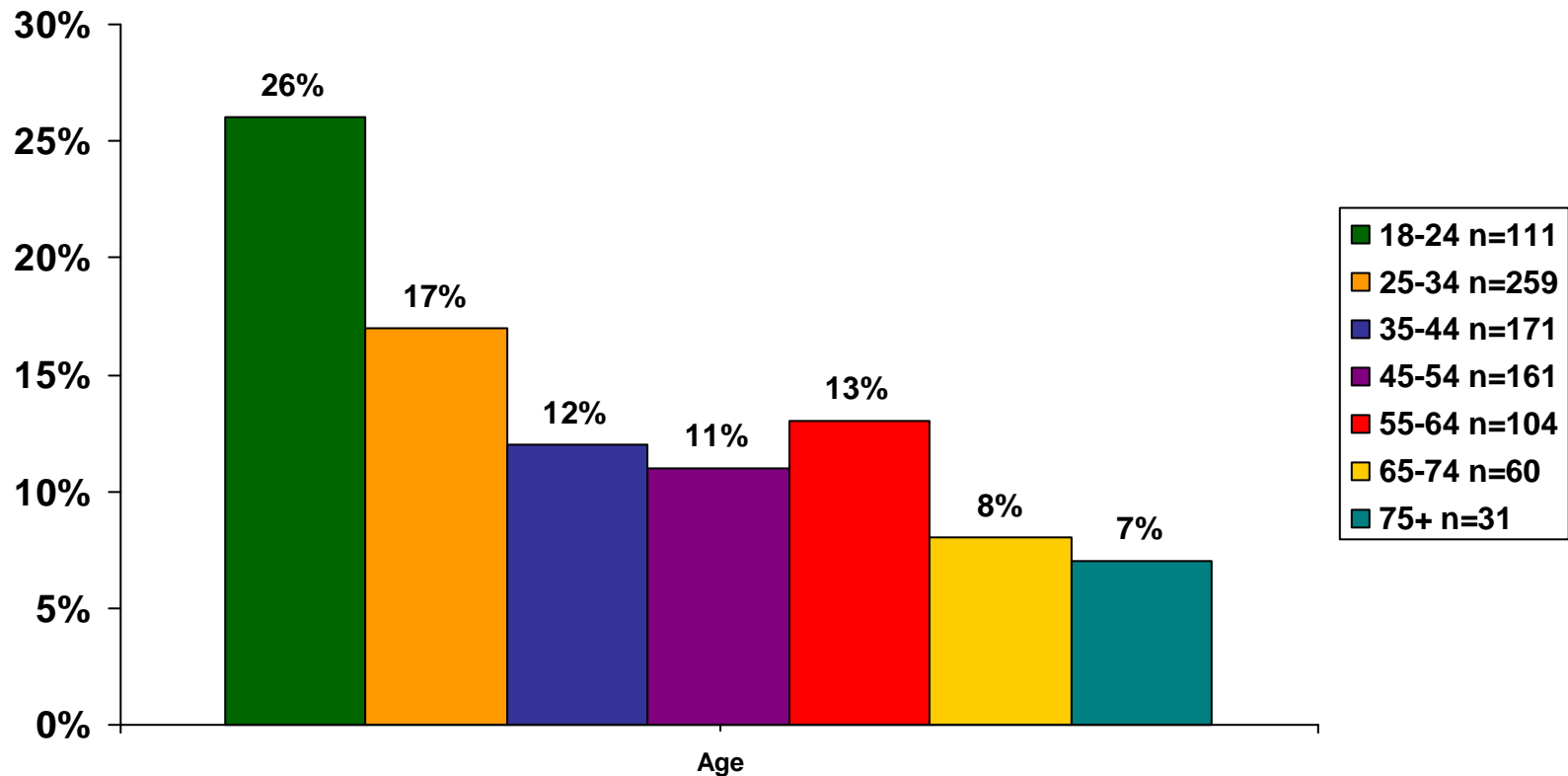


Q10. Please tell me if you or anyone in your household has been discriminated against based on an intolerance of diversity often, sometimes, or never. (The charts above show those who reported “often” or “sometimes.”)

## Assessment of Needs

# Discrimination – Neighbors

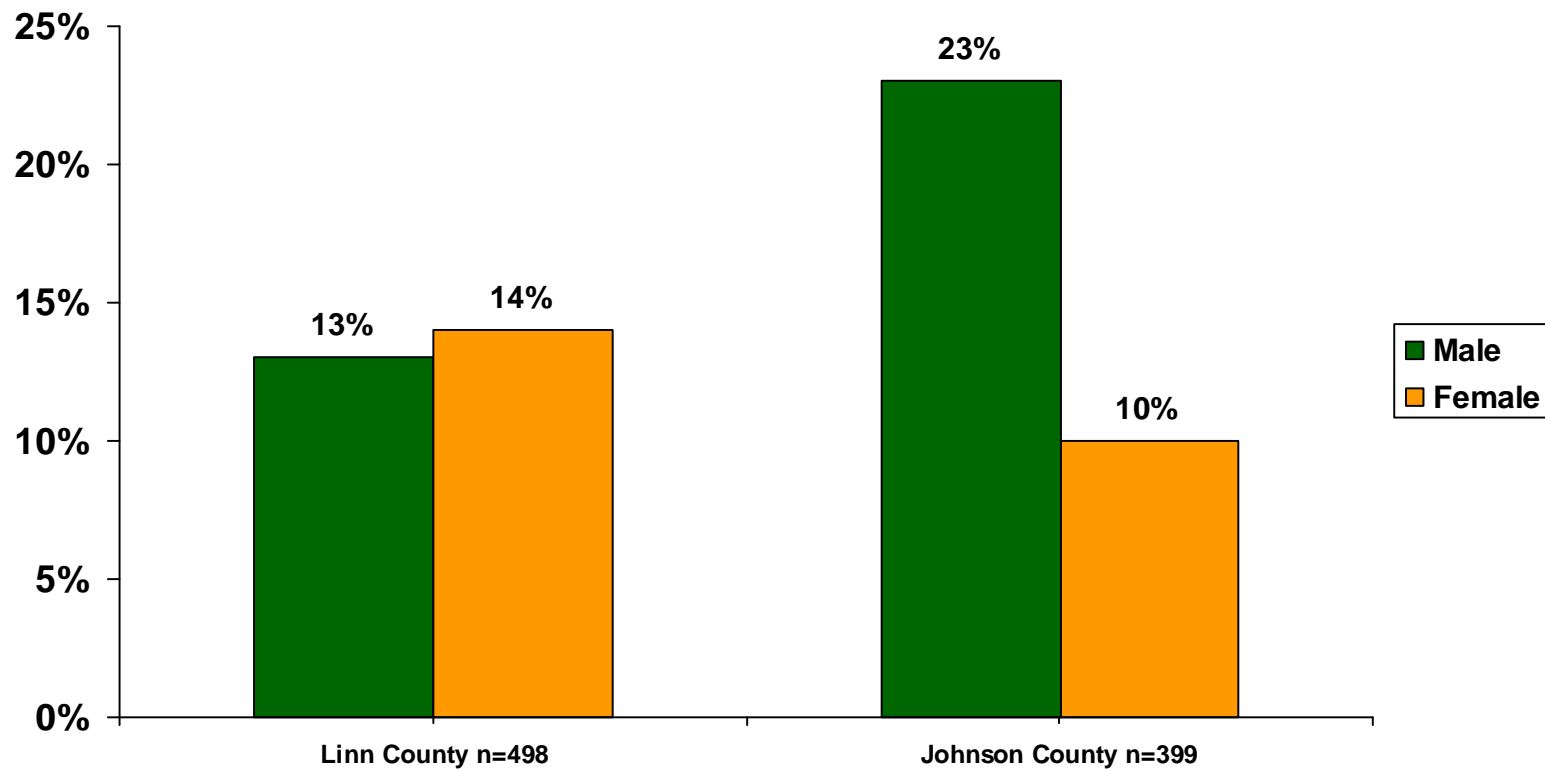
Discrimination involving neighbors is correlated with age, with higher rates of discrimination likely to occur with the youngest respondents.



Q10. Please tell me if you or anyone in your household has been discriminated against based on an intolerance of diversity often, sometimes, or never. (The charts above show those who reported “often” or “sometimes.”)

## Assessment of Needs Discrimination – Neighbors

Females in Johnson County experience significantly higher rates of discrimination than males in Johnson County or females in Linn County.



Q10. Please tell me if you or anyone in your household has been discriminated against based on an intolerance of diversity often, sometimes, or never. (The charts above show those who reported “often” or “sometimes.”)

## *Assessment of Needs*

# Discrimination – Housing

Although housing discrimination was not one of the most identified sources of discrimination, several respondents provided detailed information on discrimination in this area.

“I find it difficult to find a place to live because I am black.” – Johnson County

“I had problems with getting low income housing. They looked down at lower income, thinking that we were going to cause trouble.” – Johnson County

“I was refused housing because my boyfriend is black.” – Johnson County

“A problem with a landlord. Certain landlords won't rent houses to certain people based on racial problems.” – Linn County

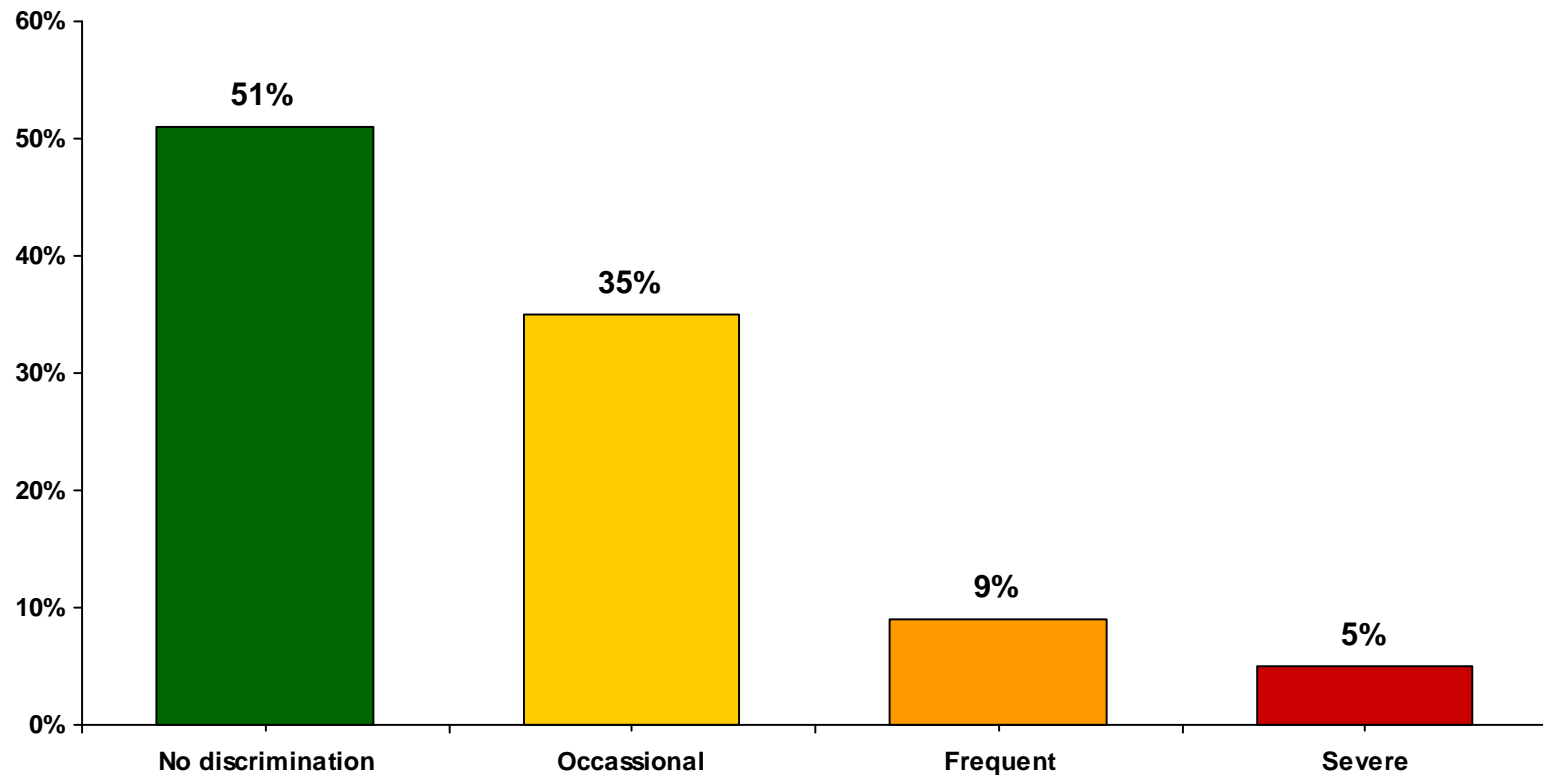
“Housing rentals and loans. My husband couldn't come with me anywhere because he was black.” – Linn County

“I was discriminated against due to my youth back in the day. People didn't want to rent to me because they thought I'd bring in a black man. I'm a teacher and a sponsor of a GLBT group at my school. There are assumptions that I'm gay.” – Linn County

## Assessment of Needs

# Total Occurrence of Discrimination

From the twenty-one potential situations for discrimination, nearly half of all respondents identified at least one instance of discrimination for themselves or their family.



**Occasional discrimination** was defined as discrimination that occurred in two or fewer situations

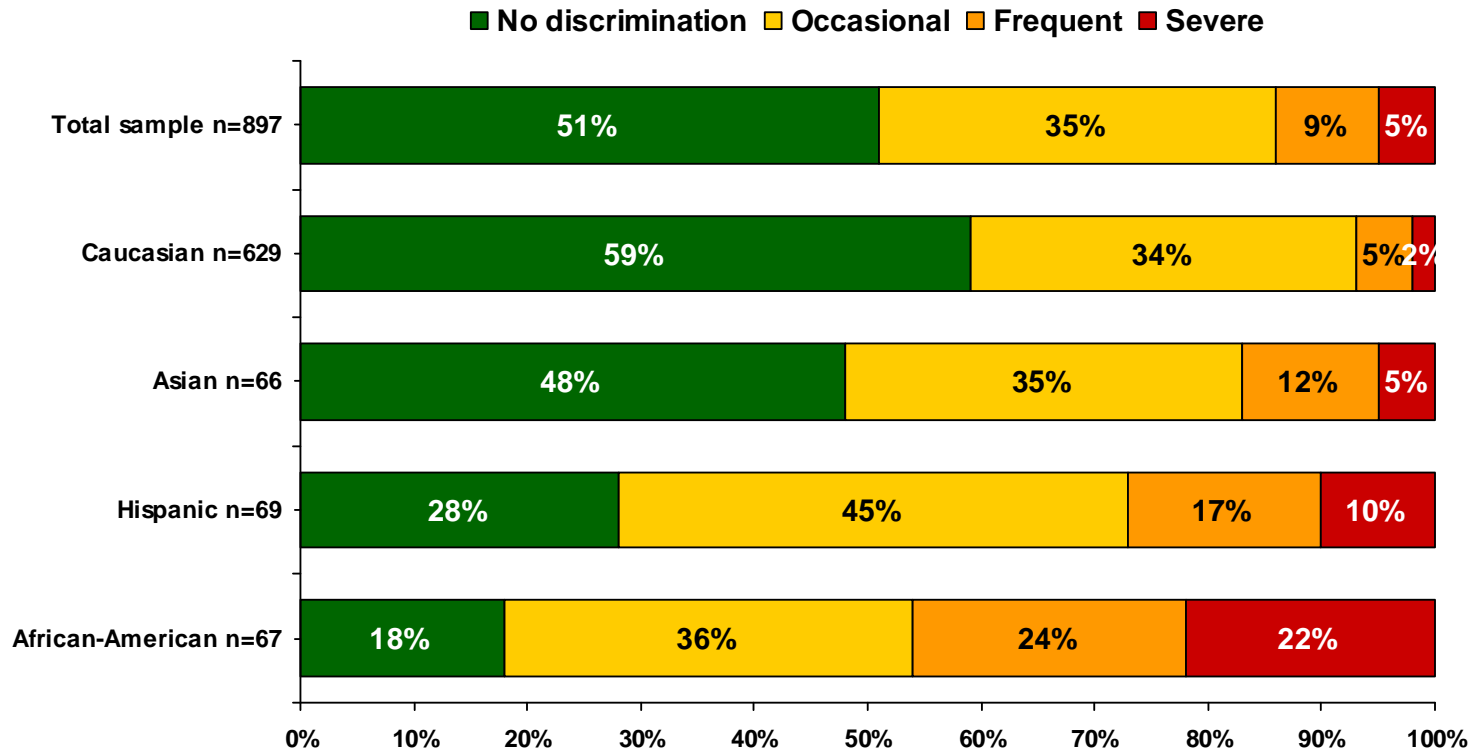
**Frequent discrimination** was defined as discrimination that occurred in more than two situations, up to the level of severe discrimination

**Severe discrimination** was defined as discrimination that occurred "often" in a minimum of five situations, or "sometimes" in a minimum of ten situations, or some combination of occurrence with the same total level

## Assessment of Needs

# Severity of Discrimination

Severity of discrimination was highest for African-American respondents, with 46% reporting frequent or severe levels of discrimination. Compared to Caucasian respondents and even other minority respondents, these ratings are alarming.



**Occasional discrimination** was defined as discrimination that occurred in two or fewer situations

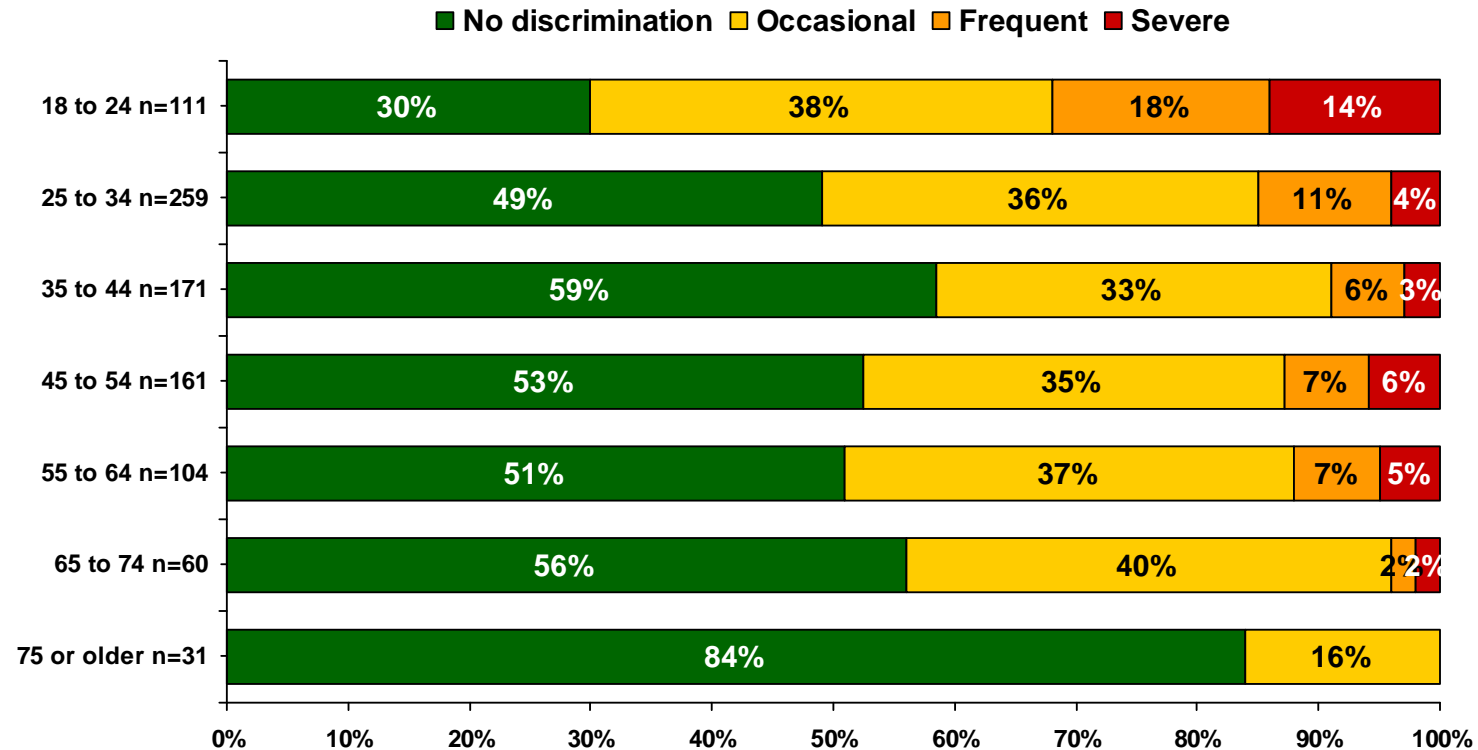
**Frequent discrimination** was defined as discrimination that occurred in more than two situations, up to the level of severe discrimination

**Severe discrimination** was defined as discrimination that occurred "often" in a minimum of five situations, or "sometimes" in a minimum of ten situations, or some combination of occurrence with the same total level

# Assessment of Needs

## Severity of Discrimination

Young respondents (18 to 24) reported higher levels of discrimination than any other age group.



**Occasional discrimination** was defined as discrimination that occurred in two or fewer situations

**Frequent discrimination** was defined as discrimination that occurred in more than two situations, up to the level of severe discrimination

**Severe discrimination** was defined as discrimination that occurred "often" in a minimum of five situations, or "sometimes" in a minimum of ten situations, or some combination of occurrence with the same total level