

List of Important Terms and Concepts for Measuring Discrimination and Government Policy Aspects of Poverty and Discrimination

“Measuring Discrimination” Terms

Direct discrimination
Pre-market discrimination
Indirect/subtle discrimination
Occupational segregation
‘Residual’ method
‘Audit’ method
Labor force participation
Gender wage/earnings gap

Anti-poverty Programs

Welfare programs
Social Insurance/entitlement programs
In-kind benefits
Means testing
Event eligibility
Supplemental Security Income (SSI)
Temporary Aid to Needy Families (TANF)
Earned Income Tax Credit (EITC)
Food stamps
Medicaid

Income provision
Work disincentives
Marginal Tax Rate
Cost minimization
Social Security (OAI, SI, DI)
Medicare
Unemployment Insurance
Fiscal policy
Monetary policy

Anti-discrimination Programs

Protected class
Equal Pay Act of 1963
Comparable Worth
Civil Rights Act of 1964
Disparate treatment
Disparate impact
Sexual harassment
Quid pro quo harassment
Hostile environment harassment
Age Discrimination in Employment Act of 1967
Americans with Disabilities Act of 1990

‘Life limiting’ disability
‘Reasonable Accommodation’
‘Undue cost/hardship’
Affirmative Action
Equal Employment Opportunity Commission (EEOC)
Office of Federal Contract Compliance Programs (OFCCP)
Brown v. Board of Education
De jure segregation
De facto segregation
Gerrymandering
Head Start