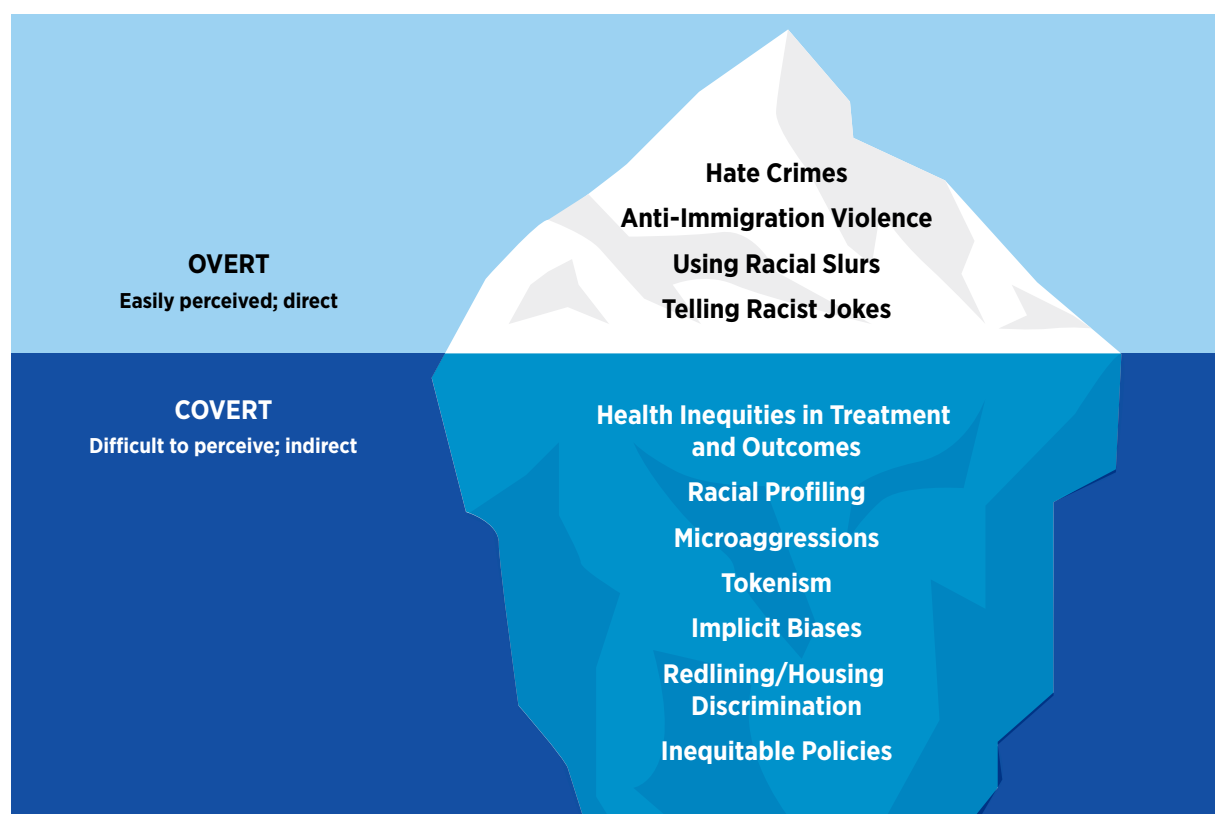


FIGURE 22

## Discrimination Iceberg



Discrimination exists at multiple social levels. Hate crimes and other overt acts are the tip of the discrimination iceberg as they are easily seen. More subtle acts of discrimination, such as stereotyping groups and treating

a particular group with less respect, are difficult to discern and are below the waterline. The base of the iceberg represents structural racism, which is an underlying cause of health disparities.