



Social justice: a comparative cross-cultural perspective

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Abstract

Using print and electronic sources, this paper explored the pervasiveness of issues of implicit bias and social justice with supporting examples from health care, and education (K-12 to higher education). The scope of social justice was broadened by exploring other salient issues from the African continent to complement examples from the United States. The following themes: health care, education, religion, colorism and xenophobia, emerged from analyses of print and electronic documents, and were further explored to understand the pervasiveness of implicit bias and social justice issues. The paper also analyzed perceived defensiveness to social justice issues using the concept of defense mechanisms as postulated by Sigmund Freud and the privileged identity exploration model indicated by Watt (Coll Stud Aff J 26(2):114–126, 2007). Lastly, tentative solutions to identified problems were proposed.

Keywords Defensiveness · Defense mechanisms · Higher education · Social justice · Discrimination · Colorism · Genocide · Intertribal · Interethnic

Implicit bias originates from social psychology, and it was first coined in the 1990s by Mahzarin Banaji and Tony Greenwald. Since then, the popularity of this concept has grown tremendously culminating in a series of implicit association tests known as Project Implicit (2023). Project Implicit is a non-profit organization and constitutes an international collaboration between scholars who are interested in researching as well as educating the general public on implicit social cognition, attitudes, stereotypes, and hidden biases that collectively influence perception, judgment and action (Project Implicit 2023).

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Social Problems And Social Solutions A Cross Cultural Perspective

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