GIVE THE GIFT THAT HELPS CAMPAIGNING TO RECOGNIZE “CASTE DISCRIMINATION” AS A CATEGORY IN US ANTI-DISCRIMINATION LAWS

Dear D. B. Sagar:

ICDR International is an organization committed to the cause of throwing light on civil rights and social justice issues throughout the world. We are currently focusing on advocating that the US Congress should include ‘Caste’ as a prohibited classification in anti-discrimination laws and recognize the ‘caste-based discrimination’ as a violation of civil and human rights laws of U.S. legal systems.

The Civil Rights Act of 1964 protects Americans from discrimination based on race, color, religion, sex or national origin. This law did not include “caste” as a prohibited category. Of the various categories recognized by U.S. Equal Employment Opportunity Commission (EEOC) for the purposes of non-discriminatory classification, ‘caste discrimination’ is not on the list. However, as has been proved by recent reportage, caste discrimination exists and flourishes in the US today. Therefore, we need to continue our fight to have US laws recognize ‘Caste discrimination’ as a violation of the civil and human rights.

According to an Equality Labs survey conducted in 2018, nearly 7 out of 10 Dalits (term used for the community that has faced caste-based oppression in South-Asia) experience caste-based discrimination at work from fellow Indians and/or other South-Asians. Many of them also fear being “outed” as Dalits. Some of the survey respondents even reported physical assault because of their caste status.

D.B. Sagar, president of the ICDR, said caste discrimination is an issue of global social justice, including in the U.S. He further states, “We will continue to alert and educate Congress and Biden-Harris Administration to address Caste Discrimination as a violation of Civil Rights Law.”

Most recently California Department of Fair Employment and Housing filed lawsuit against a leading tech company, Cisco Systems Inc. The lawsuit which was brought because of caste-based discrimination states that Cisco ‘engaged in unlawful employment practices on the basis of religion, ancestry, national origin/ethnicity and race/color’. Missing from the claims are a claim of discrimination based on caste and the reason is that caste itself is not recognized as a criteria for non-discrimination in the US. Sadly, Cisco is not unique. HCL America, another tech giant in the U.S., is facing a similar lawsuit from an employee who alleges he was fired because of his caste.
The ICDR also filed lawsuit before the EEOC urging to recognize ‘caste discrimination’ as non-discriminatory category. The charge explains that caste-discrimination is equivalent to use of commonly known ethnic slurs and also provides various examples of such slurs in the context of racial oppression and discrimination.

The mainstream media including the Washington Post, New York Time and Reuters have started exposing systematic caste-based discrimination and injustice at workplaces, educational institutions and public places in the USA. However, acknowledging that caste discrimination exists in the US today is just a first step. And ICDR International is committed to walk every step of the long road to achieving this goal.

So, will you join me and chip in $10 a month or make $200, a one-time donation through www.icdrintl.org/donation/ towards ICDR’s Global Campaign to recognize ‘Caste discrimination’ in non-discriminatory laws?

Your fund will help to conduct research, organize experts’ consultation, public hearings, advocacy and laying out a body of evidence to prove existence of caste-based discrimination in the US today. The U.S. has to go a long way to ensure diversity, inclusion; secure justice, and protect minorities from inequality and discrimination. We need your support now more than ever!

The ICDR International relies on a loyal community of supporters, like you, to sustain our work and help fulfill our mission.

We wish you Happy Holiday season. Stay safe and healthy!!!

Respectfully,

D.B. Sagar

President and Founder