



**RACIAL EQUALITY AND SOCIAL EQUITY IN  
INTERNATIONAL SETTINGS:  
THE ANTI-DISCRIMINATORY PERSPECTIVE IN MEXICO**

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# Background and Rationale

## The Social Equity Perspective in Public Administration (PA)

- Social equity is a pillar of PA
- Addressing racial inequalities lies at the core of social equity

## Racial Inequalities in Mexico

- Growing evidence on the relationship between ethno-racial markers and diverse social inequalities.
- Policies and institutions have been put in place to address racial inequalities in Mexico

## The National Council to Prevent Discrimination (CONAPRED)

- Mandated to address discrimination nationwide, including but not exclusively racially motivated prejudice.
- Its cornerstone is the anti-discriminatory perspective:

*an **intersectional notion** aimed to instill an equality and non-discrimination vision within federal public administration (CONAPRED, 2014).*

# Aims and Research Questions

## Aims:

- To explore the ways in which race and ethnicity are being understood and incorporated within and through CONAPRED's anti-discriminatory perspective
- To identify some of the implementation challenges and opportunities of the anti-discriminatory perspective.

## Research questions:

1. How do public servants from CONAPRED understand the anti-discriminatory perspective in general and specifically as related to race and ethnicity?
2. What are the main challenges and opportunities to incorporating the anti-discriminatory perspective into the work of CONAPRED and other public organizations in Mexico?
3. Is CONAPRED's anti-discriminatory perspective advancing racial equality and social equity in Mexico? If so, how?

# Methodology and data collection

## Methodology

- Exploratory study
- Qualitative research design
- Semi-structured interviews to public servants from CONAPRED
- Snowball sampling

## Data collection and treatment

- Four interviews conducted via Zoom
- Interviews transcribed and translated from Spanish

# Main findings

**Main findings will be added here.**

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# Discussion and limitations

## Main findings will be discussed here.

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## Research limitations

- Small number of interviews
  - Political climate around the organization may have severely limited participation
- Zoom interviews *versus* on-site interviews

## Next steps

### Conference presentations

- UNO's Ph.D. in Public Administration 25th Anniversary Conference, April 2<sup>nd</sup>
- Latin American Students Association, LASA, 2021 Annual Conference, May 26<sup>th</sup>

### Peer-reviewed Target Journals:

- International Journal of Public Administration
- Journal of Social Equity and Public Administration (JSEPA)

**Questions and/or Comments**



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