



## CHAPTER II

### REVIEW OF RELATED LITERATURE

This Chapter discussed the theoretical framework related to this research. They are:

#### 2.1. Discrimination

Discrimination is the unequal treatment of individuals or groups based on something, usually something definite, such as based on race, ethnicity, religion, or social class. (Theodorson & Theodorson: 1979).

According to Pettigrew (2005) in Khasnawati (2017), racial discrimination is divided into two parts, namely direct and indirect discrimination. Direct discrimination is an act of violation of certain areas, such as housing, types of employment, public facilities, and the like that is directed by divisive prejudice against a particular group. Indirect discrimination is an indirect treatment carried out through policymaking that prevents certain races/ethnicities from having free contact with other races/ethnicities whose procedures and procedures apply systematically to the detriment of society.

It can be said that discrimination is the unequal treatment of a person or group, either directly or indirectly, usually based on race, ethnicity, religion, or social class, to the detriment of the victim of discrimination.

#### 2.2. Racial Discrimination

Racial Discrimination is the treatment by the majority of minorities by unfairly treating individuals or groups based on their race. (Theodorson & Theodorson: 1979). As Pettigrew (2005) in Khasnawati (2017) and Theodorson & Theodorson (1979) said above direct racial discrimination usually takes the form of segregation of facilities, jobs, etc., based on race and separating one race from others. Indirect racial discrimination is indirect treatment carried out through the creation of policies that prevent certain races from performing or achieving certain goals to the detriment of society.

Racial discrimination harms individuals and society at large. Racial discrimination can limit a person's access to the same opportunities, resources, or rights as others, hindering an individual's progress and equality in society. Racial discrimination can also cause stress and psychological insecurity in individuals who experience racial harassment and can lead to inter-group conflict and violence in society. Therefore, it is imperative to continuously combat racial discrimination and promote equality and justice in society. In this regard, this research used the racial discrimination theory by Theodorson & Theodorson to analyze the racial discrimination that occurs to the main character depicted in the *Hidden Figures* movie.

## 2.2. *Hidden Figures* 2016

The movie *Hidden Figures* tells of acts of racial discrimination that occurred against Black women working at NASA. This movie focuses on three crucial Black characters in NASA's space project. The three main characters are Katherine Goble Johnson, Mary Jackson, and Dorothy Vaughan. Katherine was a mathematician who was able to calculate rocket trajectories and Earth's orbit with pinpoint accuracy so that Apollo 11 successfully landed on the moon; she often received racial discrimination from her White office mates, such as not being allowed to use public facilities such as toilets, teapots and cups commonly used by his office colleagues. Mary Jackson is a physicist and reliable technician, she was complicated when registering to become an official NASA technician because she was Black. Dorothy Vaughan is a figure who plays a vital role in fighting for the jobs of her Black female colleagues. Even though she was offered a guaranteed job, she refused if it did not ensure the welfare of her colleagues' careers. Dorothy always made it challenging to get promoted when she took over her boss's duties for a long time and without pay.

The movie begins with the story of Katherine's childhood in 1926, she was a genius child, so she was accepted into the best Black race college in America in 6th grade. Her old school also funded Katherine's family so that Katherine could continue her education at the college. Then switch, the time setting to 1961, when Katherine, Dorothy, and Mary work in the western computing section, namely the



Black computing section. Later Mary was given a permanent assignment to test the Mercury Seven prototype, and Katherine was transferred to the Space Task Group.

The movie's climax is when Katherine leaves her work chair to go to the toilet. At this point, her boss, Mr. Harrison, who relies heavily on Katherine, looks for her and scolds her for always taking permission to go to the toilet and leaving her chair for 40 minutes every day. Katherine did this because there was no toilet for her and other negro people, requiring her to go to the nearest Black bathroom 800 meters from her office to urinate daily. Hearing Katherine's complaint, Mr. Harrison abolished the segregation between Blacks and Whites. Harrison abolished the separation between Blacks and Whites at NASA by removing the sign that reads "Colored Ladies Room" and also tearing the "Colored" writing on the coffee pot in his office so that there is no more separation between Blacks and Whites. Since the incident, Katherine has rarely received discrimination from her office colleagues.

### 2.3. Previous Studies

Many previous writers have used the *Hidden Figures* movie as a research object and used various theories. First, research was conducted by Tiara Ika Putri Christianingrum (2018) with her research title "The Struggle of African-American Women Against Double Discrimination in the *Hidden Figures*." The research used *Hidden Figures* book as an object, which *Hidden Figures* movie is a movie adapted from the book. The study aims to show the form of African and American women's struggle against double discrimination at NASA. It also reveals how African and American women fight discrimination through hidden and visible resistance to uphold the freedom and justice they deserve. The research results from the book *Hidden Figures* show that African and American women face double discrimination in terms of gender and race. Racial discrimination offered through limited access to facilities, minimal salaries, and accusations against African-American women activists and Gender discrimination is shown in the form of limited access to education, lack of respect and recognition in the workplace and lack of career development. They respond to multiple discrimination by improving their performance through hard work, gaming the system and fighting the discriminatory



system, ignoring the biased system, ignoring the personal plan, ignoring the individual project, ignoring the emotional system, and ignoring the narrow approach.

Bertha Uli Fransiska Pasaribu (2019) conducted a similar research titled "The Struggles Against Multiple Discrimination in *Hidden Figures*". Pasaribu also used the movie "*Hidden Figures*" as the object of analysis. This research aims to shed light on the struggle against multiple discriminations that occur in the family (home) and the workplace. However, the approaches and theories of black feminism in this study argue that discrimination can be fought and equality can be achieved through hard work and optimism. Based on the research, the *Hidden Figures* movie revealed that African American women faced double discrimination. Discrimination is classified as domestic discrimination carried out by negro men against negro women in their households and institutional discrimination carried out by men and White women against negro skin women at work. This research also shows how African-American women respond to the discrimination they have obtained and struggle for freedom, equality, and recognition. This struggle is manifested in their resistance to the system or command, acting intelligently, and maintaining an optimistic attitude to survive.

Salma Azizah (2020) conducted the last research titled "The Struggle of Black Women in Facing Discrimination in the Workplace in Theodore Melfi's *Hidden Figures*". In her research, Azizah used library resources to collect data that supports the discussion of her thesis. She analyzed extrinsic and intrinsic aspects to show the multiple discrimination experienced by the main character in the film. This research proves that the main character of this movie is a black feminist. The value of black feminism lies in raising awareness and bringing about significant changes to improve their lives.

Previous studies have shown that the research presented in this paper differs from those conducted before. To demonstrate the authenticity of this research, this research presents previous studies to anticipate any similarities in methodology and character analysis, especially regarding the focus of this research.

This study uses the same object, namely the *Hidden Figures* film, and focuses on the main characters (Katherine Goble Johnson, Dorothy Vaughan, Mary Jackson, and Negro People) using the Racial Discrimination Theories from Theordonson & Theodorson and Pettigrew. Different from this study, in the Christianingrum research, she used the *Hidden Figures* book as the object and used intrinsic and extrinsic theory. Second, in Francisca's research, despite using the same object as this research but she used a different theory with this study. The theory used is the theory of character and characterization by Abrams and the theory of black feminism by the hook bell. The latest research is research conducted by Azizah. She used the *Hidden Figures* film as the object, but what distinguishes it from this research was Azizah using Patricia Hill Collin's theory to analyze black feminism in the workplace depicted in extrinsic aspects.

