FINAL PROJECT

INSPIRATIONAL NARRATIVE OF INCREASING HOPE AND MOTIVATION AT HIDDEN FIGURES MOVIE

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A Final Project entitled

INSPIRATIONAL NARRATIVE OF INCREASING HOPE AND MOTIVATION AT HIDDEN FIGURES MOVIE

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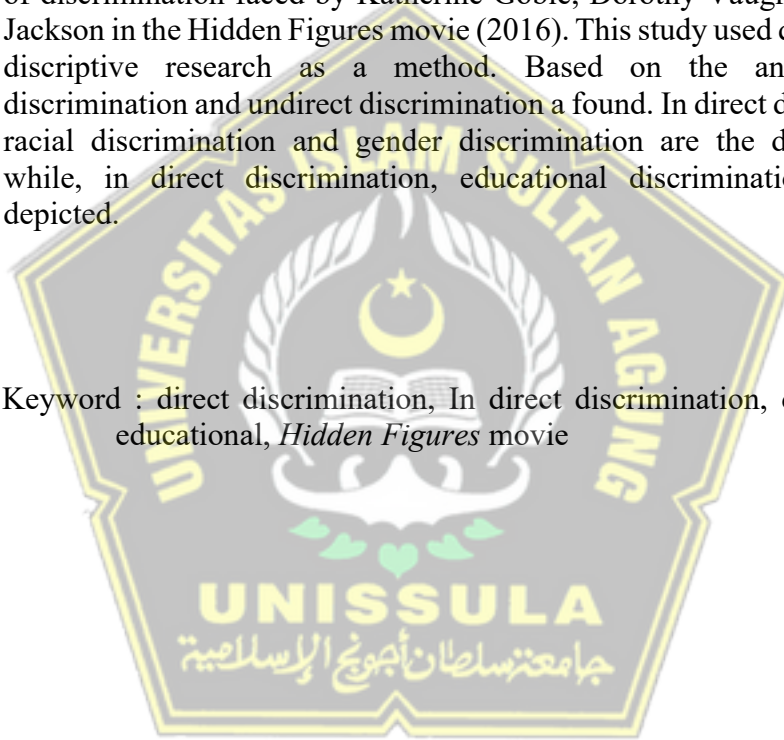

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ABSTRACT

It is important to feed the brain with knowledge as it is important to feed the heart with stories. Humans sustain their lives through science and knowledge, and they combat life's struggles with hope, often derived from motivational sources such as inspirational stories. Inspirational stories come in diverse forms, including movies. One such movie that serves as an inspirational narrative capable of increasing hope and motivation is *Hidden Figures* movie (2016). The movie is based on the true story of three African American women—Katherine Goble, Dorothy Vaughan, and Mary Jackson—who worked for NASA in 1961, a time when racial and gender discrimination were rampant. Objectives of the Study is describe the types of discrimination faced by Katherine Goble, Dorothy Vaughan, and Mary Jackson in the Hidden Figures movie (2016). This study used qualitative and discriptive research as a method. Based on the analysis, direct discrimination and undirect discrimination a found. In direct discrimination, racial discrimination and gender discrimination are the depicted mean while, in direct discrimination, educational discrimination is clearly depicted.

Keyword : direct discrimination, In direct discrimination, discrimination educational, *Hidden Figures* movie

CHAPTER I

INTRODUCTION

A. Background of the Study

It is important to feed the brain with knowledge as it is important to feed the heart with stories. Humans sustain their lives through science and knowledge, and they combat life's struggles with hope, often derived from motivational sources such as inspirational stories. Inspirational stories come in diverse forms, including movies. One such movie that serves as an inspirational narrative capable of increasing hope and motivation is *Hidden Figures* movie (2016). The movie is based on the true story of three African American women—Katherine Goble, Dorothy Vaughan, and Mary Jackson—who worked for NASA in 1961, a time when racial and gender discrimination were rampant.

The *Hidden Figures* movie (2016) not only provides an uplifting story but also highlights the systemic issues of racial and gender inequality in the United States during the 1960s. The movie portrays the professional and personal struggles faced by these women as they navigate a segregated workplace and society. Their achievements and perseverance are particularly significant given the historical context of the Civil Rights Movement, which sought to dismantle institutionalized racism and promote equality. The narrative of Katherine, Dorothy, and Mary offers a powerful example of resilience and determination, serving as a beacon of hope and inspiration.

The significance of the film extends beyond its inspirational value; it also serves as a critical examination of the systemic discrimination prevalent in American society at the time (421). Racial segregation laws, commonly known as Jim Crow laws, were in full force, and African Americans faced numerous obstacles in their pursuit of education and professional opportunities (423). The characters in the *Hidden Figures* movie (2016) encounter these barriers head-on, challenging the status quo and advocating for their rightful place within NASA (421). Their story underscores the importance of diversity and inclusion in the workplace, highlighting how these principles can lead to ground-breaking achievements (5).

This movie portrayal of the characters' struggles and triumphs offers a lens through which contemporary viewers can reflect on ongoing issues of racial and gender discrimination. Despite the progress made since the 1960s, many of the challenges depicted in the *Hidden Figures* movie (2016) remain relevant today. By examining the experiences of Katherine, Dorothy, and Mary, the movie encourages viewers to consider the ways in which discrimination continues to manifest in modern society and the steps that can be taken to address these injustices. This ongoing relevance makes the story of the *Hidden Figures* movie (2016) not only a historical account but also a call to action.

In addition, including to the social and cultural impact, the *Hidden Figures* movie (2016) also provides valuable insights into the field of STEM (*Science, Technology, Engineering, and Mathematics*). This movie is

highlighting the critical contributions of African American women to the space race and underscores the importance of diverse perspectives in scientific innovation (111). The achievements of Katherine, Dorothy, and Mary challenge the stereotypes and biases that have historically marginalized women and minorities in STEM (*Science, Technology, Engineering, and Mathematics*) fields. Their story serves as a powerful reminder of the untapped potential within underrepresented communities and the importance of creating inclusive environments where all individuals can thrive.

The researcher's interest in this topic is fuelled by the dual nature of the movie as both an inspirational story and a critical analysis of discrimination. By exploring the types of discrimination faced by the characters in the *Hidden Figures* movie (2016) and their responses, this study aims to shed light on the broader issues of inequality and resilience. The analysis, seeks to contribute to the ongoing dialogue about diversity and inclusion, providing a nuanced understanding of the challenges and opportunities faced by marginalized groups. Ultimately, the goal of this research is to honour the legacy of Katherine, Dorothy, and Mary by amplifying their story and its significance for future generations.

This study is particularly timely and relevant as discussions about racial and gender equality continue to gain prominence in various sectors of society. By examining the historical context and personal experiences depicted in the *Hidden Figures* movie (2016) this research aims to provide a comprehensive understanding of the complexities of discrimination and

the ways in which individuals can overcome these challenges. The stories of Katherine Goble, Dorothy Vaughan, and Mary Jackson are not just historical footnotes but vital narratives that continue to inspire and inform efforts towards a more just and equitable society.

B. Problem Formulation

Based on the background of the study above, this study formulates the statements of the problem as follows:

a. What types of discrimination did Katherine Goble, Dorothy Vaughan, and Mary Jackson face as depicted in the *Hidden Figures* movie (2016)?

C. Limitation of the Study

This research focuses on the characters Katherine Goble, Dorothy Vaughan, and Mary Jackson in the *Hidden Figures* movie (2016). The study examines the types of discrimination they faced and their responses. The scope is limited to these three characters to provide a detailed analysis of their experiences and the systemic issues highlighted in the movie. The decision to limit the scope of the analysis to these characters because Katherine, Dorothy, and Mary, they are the main characters of this movie. Their stories are intricately woven into the central narrative, providing a comprehensive view of the various forms of discrimination they faced.

D. Objectives of the Study

Based on the problem formulation above, this study formulates the objectives as follows:

a. To describe the types of discrimination faced by Katherine Goble, Dorothy Vaughan, and Mary Jackson in the *Hidden Figures* movie (2016).

E. Significance of the Study

This research aims to provide insights into the experiences of African American women facing discrimination in a professional setting. It emphasizes the importance of addressing and challenging racial and gender discrimination. The study aims to raise awareness about the systemic issues depicted in the movie and highlight the resilience and determination of the characters, offering valuable lessons for students, educators, and the public.

F. Organization of the Study

This proposal writing is organized into three chapters, each addressing different aspects of the research:

a. **Chapter I:** Introduction, including the Background of the Study, Problem Formulation, Limitation of the Study, Objectives of the Study, Significance of the Study, and Organization of the Study.

b. **Chapter II:** Synopsis and Review of Related Literature.

c. **Chapter III:** Research Method, detailing the Types of Research, and Data Organization, which includes data-collecting methods such as

watching the movie, reading the script, identifying data, and classifying

data.

CHAPTER II

REVIEW OF RELATED LITERATURE

A. Synopsis of *Hidden Figures* (2016)

This study examines the inspirational narrative of the *Hidden Figures* movie (2016), which tells the true story of three African American women, Katherine Goble, Dorothy Vaughan, and Mary Jackson, who worked at NASA in 1961. The film highlights the systemic issues of racial and gender inequality in the United States during the 1960s, showcasing the professional and personal struggles faced by these women as they navigated a segregated workplace and society.

The movie portrays the achievements and perseverance of Katherine, Dorothy, and Mary, serving as a beacon of hope and inspiration. The narrative extends beyond its inspirational value, providing a critical examination of the systemic discrimination prevalent in American society at the time.

The movie is portrayal of the characters' struggles and triumphs offers a lens through which contemporary viewers can reflect on ongoing issues of racial and gender discrimination. Despite progress made since the 1960s, many of the challenges depicted in the movie remain relevant today.

The movie takes place in the early 1960s, during the height of the Cold War and the space race between the United States and the Soviet Union. Katherine Johnson, a talented mathematician, is assigned to work with a team of engineers at NASA's Langley Research Center. Her

exceptional skills and attention to detail earn her recognition from her colleagues, including Al Harrison, the director of the Space Task Group. However, Katherine faces discrimination and segregation due to her race, forced to use separate facilities and not allowed to attend meetings with her white colleagues. The story encourages viewers to consider the ways in which discrimination continues to manifest in modern society and the steps that can be taken to address these injustices.

Dorothy Vaughan struggles to gain recognition and promotion, despite her exceptional leadership skills and dedication to her work. She faces discrimination and bias from her white colleagues, who underestimate her abilities due to her race and gender. Mary Jackson, an engineer and mathematician, faces similar obstacles in her career, denied opportunities for advancement due to her race and gender. Despite these challenges, the three women persevere and become trailblazers in their fields.

The movie portrays the racial and gender discrimination faced by African-American women during the 1960s, highlighting the segregation and bias that existed in the workplace, including separate facilities, limited opportunities for advancement, and stereotyping based on race and gender. The movie also shows the ways in which the characters overcome these obstacles through their determination, hard work, and support for each other.

Furthermore, the movie provides valuable insights into the field of STEM (Science, Technology, Engineering, and Mathematics), highlighting the critical contributions of African American women to the space race and underscoring the importance of diverse perspectives in scientific

innovation. The achievements of Katherine, Dorothy, and Mary challenge the stereotypes and biases that have historically marginalized women and minorities in STEM fields.

This study aims to contribute to the ongoing dialogue about diversity and inclusion, providing a nuanced understanding of the challenges and opportunities faced by marginalized groups. By examining the historical context and personal experiences depicted in the *Hidden Figures* movie (2016), this research seeks to shed light on the broader issues of inequality and resilience, and to honour the legacy of Katherine, Dorothy, and Mary by amplifying their story and its significance for future generations.

B. Related Literature

In this section, there are two points to discuss related to the theory used in this study. The purpose of this first discussion is to define theory, research reports, and review type of discrimination as the main topic. Therefore, the discussion is more focused on: the type of discrimination that Katherine Goble, Dorothy Vaughan, and Mary Jackson face.

B.1. Discrimination Theory

The Theory of Discrimination is a concept that has been extensively studied in various fields, including economics, sociology, and psychology (12). The Discrimination refers to the unfair or unjust treatment of individuals or groups based on certain characteristics, such as race, gender, age, or disability (12). This theory is essential in understanding the causes

and consequences of discrimination, which can have significant impacts on individuals, groups, and society as a whole (12).

Discrimination can be defined as the act of making distinctions or treating individuals or groups differently based on certain characteristics, often resulting in unequal treatment or outcomes (175). This concept is often studied in the context of labor markets, where discrimination can affect employment opportunities, wages, and career advancement. Discrimination can be based on various characteristics, including ascriptive characteristics, which are characteristics that are assigned to individuals or groups based on their birth or social status, such as race, gender, or age, and acquired characteristics, which are characteristics that are acquired through education, experience, or training, such as skills or qualifications (15).

Theories of discrimination attempt to explain the causes and consequences of discrimination. These theories include taste-based discrimination, which suggests that discrimination is based on personal preferences or tastes, rather than economic or rational considerations, statistical discrimination theory, which suggests that discrimination is based on statistical differences between groups, rather than individual characteristics, information asymmetry theory, which suggests that discrimination is based on differences in information between individuals or groups, rather than actual differences in productivity or ability, and power theory, which suggests that discrimination is based on the distribution of power and resources between individuals or groups (340). The power theory of discrimination, which suggests that discrimination is

based on the distribution of power and resources between individuals or groups (342).

The causes of discrimination are complex and multifaceted. Some of the possible causes of discrimination include social and cultural norms, which can perpetuate discrimination by devaluing or stigmatizing certain groups, economic factors, which can perpetuate discrimination by creating competition for jobs or resources, and institutional factors, which can perpetuate discrimination by creating discriminatory laws or regulations (180). The consequences of discrimination can be significant and far-reaching, including economic consequences, such as reduced employment opportunities or lower wages, social consequences, such as reduced social mobility or increased social isolation, and psychological consequences, such as reduced self-esteem or increased stress (20).

B.1.1. Types pf Discrimination

Discrimination is a complex and multifaceted concept that can manifest in various forms. In the context of thesis terms, there are several types of discrimination that can be identified, including direct discrimination, indirect discrimination, statistical discrimination, and institutional discrimination (32). Each of these types of discrimination has its own unique characteristics and can have significant impacts on individuals, groups, and society as a whole (34).

There are several types of discrimination, including direct discrimination, which involves treating individuals or groups differently

based on certain characteristics, such as race or gender, indirect discrimination, which involves treating individuals or groups differently based on characteristics that are not directly related to the individual or group, such as education or experience, statistical discrimination, which involves treating individuals or groups differently based on statistical differences between groups, such as differences in average productivity, and institutional discrimination, which involves treating individuals or groups differently based on institutional policies or practices, such as discriminatory laws or regulations (660).

a. Direct Discrimination

Type of discrimination that involves treating individuals or groups differently based on certain characteristics, such as race, gender, age, or disability. This type of discrimination is often intentional and can be based on personal prejudices or biases (15). Direct discrimination can take many forms, including:

a.1.1. Racial Discrimination

This type of discrimination involves treating individuals or groups differently based on their racial or ethnic background. For example, a person of color may be denied a job or promotion because of their racial background (197).

a.1.2. Sex Discrimination:

This type of discrimination involves treating individuals or groups differently based on their sex or gender (50). For example, a

woman may be denied a promotion or paid less than a man for doing the same job.

a.1.3. Age Discrimination:

This type of discrimination involves treating individuals or groups differently based on their age (158). For example, an older person may be denied a job or promotion because of their age.

a.1.4. Disability Discrimination:

This type of discrimination involves treating individuals or groups differently based on their disability. For example, a person with a disability may be denied access to a building or service because of their disability (123).

In the context of the *Hidden Figures* movie (2016), direct discrimination is a pervasive theme. The African American women who worked at NASA during the early 1960s faced direct discrimination in many forms, including:

a.2.1 Stereotyping and Bias

The movie highlights the stereotyping and bias faced by the African American women, particularly in the workplace (5). For instance, when Katherine Johnson is assigned to work with a team of male engineers, they are skeptical of her abilities and question her presence in the room. This stereotyping and bias limited their opportunities and created a hostile work environment (6).

a.2.2. Limited Access to Education and Training:

The women were denied access to education and training opportunities, which limited their ability to advance in their careers (8).

a.2.3. Unequal Pay:

The movie also highlights the issue of unequal pay, where the African American women were paid less than their white male colleagues despite performing the same work. This is shown when Dorothy Vaughan, a supervisor, discovers that she is being paid less than her white male counterparts (120). The women were paid less than their white male colleagues, despite performing the same work.

a.2.4. Lack of Recognition and Opportunities

The movie portrays the lack of recognition and opportunities for the African American women at NASA. Despite their significant contributions to the space program, they were often overlooked and undervalued. This is evident when Katherine Johnson's calculations are instrumental in the success of the Friendship 7 mission, but she is not recognized for her work (125).

a.2.5. Social Isolation and Exclusion

The movie portrays the social isolation and exclusion faced by the African American women at NASA. They were often excluded from social events and gatherings, and were not considered part of the NASA community. This is shown when the women are

not invited to a party celebrating the success of the Friendship 7 mission (61).

b. Indirect Discrimination

Is a type of discrimination that involves treating individuals or groups differently based on characteristics that are not directly related to the individual or group, such as education or experience. This type of discrimination can be unintentional and can be perpetuated by policies or practices that appear neutral on the surface but have a disproportionate impact on certain groups (660). Indirect discrimination can take many forms, including:

b.1.1. Education-based Discrimination:

This type of discrimination involves treating individuals or groups differently based on their level of education (45). For example, a company may require a certain level of education for a job, which may disproportionately affect people from certain racial or ethnic groups who have had limited access to education.

b.1.2. Experience-based discrimination:

This type of discrimination involves treating individuals or groups differently based on their level of experience (66). For example, a company may require a certain amount of experience for a job, which may disproportionately affect people from certain racial or ethnic groups who have had limited access to job opportunities.

b.1.3. Language-based discrimination:

This type of discrimination involves treating individuals or groups differently based on their language proficiency (21). For example, a company may require a certain level of language proficiency for a job, which may disproportionately affect people from certain racial or ethnic groups who have had limited access to language training.

In the context of the movie Hidden Figures (2016), indirect discrimination is also a pervasive theme. The African American women who worked at NASA during the early 1960s faced indirect discrimination in many forms, including:

b.2.1. Limited access to job opportunities:

The women were limited in their job opportunities, as they were only allowed to work in certain areas of NASA.

b.2.2. Lack of representation:

The women were underrepresented in leadership positions, which limited their ability to influence decision-making.

b.2.3. Stereotyping:

The women were stereotyped as being less capable than their white male colleagues, which limited their opportunities for advancement.

B.2. Previous Study

In the research area related to analysing drug addiction in literary works, the researcher found some previous studies. They exist in the form

of thesis. From the existence of these several things, it shows that this kind of research is applicable in literature field.

Based on the explanation above, this research has similarities with the previous study which discussed about the movie itself which *is Hidden Figures* (2016). First, is the thesis entitled "Hidden Figures: A Black and Liberal Feminist Movement Portrayed in Theodore Melfi's Movie" from *Universitas Negeri Surabaya*. The second, "Depiction of Systemic Racism in Hidden Figures Movie by Theodore Melfi" from *Universitas Muhammadiyah Sukabumi*. The first study explores the portrayal of a black and liberal feminist movement in the movie, highlighting the struggles of African American women in the 1960s, particularly in the context of NASA's space program. The study showcases the intersectionality of race and gender, and how the characters overcome obstacles to achieve success. The movie's portrayal of the lives of three African American women, Katherine Johnson, Dorothy Vaughan, and Mary Jackson, who worked at NASA during the early years of the space program, provides a unique lens through which to examine the experiences of women of color during this time period. The study highlights the ways in which the movie depicts the women's struggles to balance their personal and professional lives, as well as their experiences of racism and sexism in the workplace.

On the other hand, the second study examines the depiction of systemic racism in the movie, investigating how the film portrays the experiences of African American women working at NASA during the 1960s, and how they faced discrimination and racism in their daily lives.

The study analyzes the ways in which the movie highlights the systemic nature of racism and its impact on individuals and society. The movie's portrayal of the segregated facilities and discriminatory practices at NASA provides a stark reminder of the ways in which racism was embedded in the institutions and systems of the time. The study also examines the ways in which the movie depicts the women's resistance to racism and their efforts to challenge and change the status quo.

While both studies provide valuable insights into the movie's themes and messages, they differ in their focus and approach. The first study takes a more general approach, examining the broader context of the movie's portrayal of a black and liberal feminist movement, whereas the second study takes a more specific approach, focusing on the depiction of systemic racism in the movie.

In contrast, the current research takes a more nuanced and detailed approach, examining the types of discrimination depicted in each of the characters in the movie. This research provides new insights and perspectives for readers and future researchers, contributing to a deeper understanding of the movie's themes and messages. By examining the specific forms of discrimination experienced by each character, the current thesis offers a fresh perspective on the movie *Hidden Figures* (2016), highlighting the ways in which discrimination can take many forms, including racism, sexism, and classism, and how these forms of discrimination can intersect and compound.

The current thesis also provides a more detailed understanding of the ways in which the characters overcome discrimination and achieve success, and how these strategies can be applied in real-life contexts. For example, the movie's portrayal of Katherine Johnson's determination and perseverance in the face of racism and sexism provides a powerful example of how individuals can overcome obstacles and achieve their goals. Similarly, the movie's depiction of Dorothy Vaughan's leadership and advocacy for her colleagues provides a model for how individuals can work together to challenge and change discriminatory systems. Overall, the current thesis provides a new and original contribution to the existing body of research on the movie Hidden Figures, offering a more nuanced and detailed understanding of the movie's themes and messages.
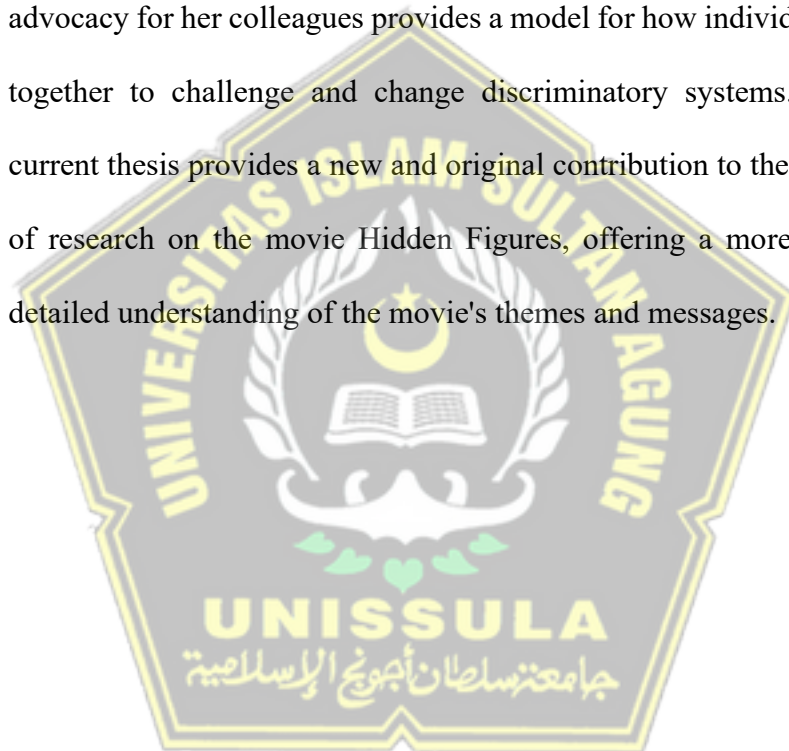
CHAPTER III

RESEARCH METHOD

This chapter discusses the method of this proposal writing. This chapter includes Object of The Study, Type of Research, Data Organizing, and Analyzing the Data.

A. Types of Research

This study used qualitative research as a method. Based on Adedoyin, qualitative research deals with gathering and interpreting nonnumerical data to understand human and social live (1). Qualitative research is an inquiry process of understanding based on the distinct methodological tradition inquiry that explore by the social human problem (225). Next, from Synder defines qualitative research have been established to measure the quality and strength findings or conclusions (335). On the other hand, Adedoyin said that, qualitative research deals with gathering and interpreting non-numerical (1).

B. Data Organizing

The data collecting method and types of data are the two elements in this proposal writing that are used to organize the data.

B.1 Data Collecting Method

B.1.1 Watching the Movie

The movie entitled *Hidden Figures (2016)* is closely watch several times to achieve a better understanding of the movie and get the elements needed in the analysis.

B.1.2 Reading the Movie Script

In addition to watch the *Hidden Figures* movie (2016), data collection is also taken through reading the movie script. The purpose of this step is to obtain the primary data for this research.

B.1.3 Identifying the Data

After watching the movie and reading the movie script several times, identification is conducts to find parts of the movie that want going to be analyzed. The data were identified in the form of dialogues and monologues of the movie script.

B.1.4 Classifying the Data

Classifying means listing all identified data and putting them on the table. The table consists of columns of numbers, quotations from the movie, types of analysis, where the data is found, the form of the data, references, and comments. The table of inventoried data is called the Appendix. There are seven columns in the appendix including number, quotes in the movie, time, type of analysis, type of data, references, and comments.

No.	Quotes in The Movie	Time	Type of Analysis	Type of Data	References	Comments

1.						

B.2 Types of the Data

There are two types of data: primary and secondary. According to Ajayi, primary data is referred to as the original and unique data, meanwhile, secondary data is the analysis and interpretation of the primary data (1).

B.2.1 Primary Data

The primary or original data from this research was the *Hidden Figures* movie (2016) and also related to the movie script of *Hidden Figures* (2016) which consists of 121 pages. The movie was directed by Theodore Melfi and published in 2016. The duration of this movie are 127 minutes. The movie describes how of three women changed the space race.

B.2.2 Secondary Data

The secondary data is take by other sources that related to the primary data that support the analysis such as several journals, literary books, articles that are related to this research, and other relevant sources.

C. Data Analyzing

The last step is using the technique of analyzing data which consists of analyzing and reporting the data. The collecting data is analyze with descriptive analysis by giving statements, descriptions, explanations, and quotations from the *Hidden Figures* movie (2016). Moreover, by giving

descriptive analysis, this research tries to take interpretation from the movie script based on the appendix using the sociology approach; discrimination theory research by Becker. Thus, the study reporting the result by explaining it together with related quotes. The complete analysis is reported in Chapter IV as the result of the final project.

CHAPTER IV

FINDING AND DISCUSSIONS

This chapter presents the results of the problem formulation that was raised in chapter one. This chapter describes the type of discrimination experienced by the three main characters of *Hidden Figures* movie. They are Katherine Goble, Dorothy Vaughan, and Mary Jackson.

A. Types of discrimination experienced by Katherine, Dorothy and Mary depicted in the *Hidden Figures* movie.

Discrimination can be defined as the act of making distinctions or treating individuals or groups differently based on certain characteristics, often resulting in unequal treatment or outcomes (175). Furthermore, Discrimination is a complex and multifaceted concept that can manifest in various forms. There are several types of discrimination including direct and indirect discrimination. Direct discrimination involves treating individuals or groups differently based on certain characteristics, such as race or gender. Meanwhile, indirect discrimination involves treating individuals or groups differently based on characteristics that are not directly related to the individual or group, such as education or experience (660).

In the movie, Katherine Johnson is assigned to work with a team of engineers at NASA's Langley Research Center. However, she is forced to use separate facilities because of her race. Dorothy Vaughan struggles to gain recognition and promotion. Moreover, Mary Jackson also faced a similar struggle as her application was denied as she was a colored woman. Furthermore, *Hidden Figures* movie portrays the main character's struggles because of discrimination that

they face as they navigate a segregated workplace and society. More explanation of the type of discrimination faced by Katherine, Dorothy, and Mary will be discussed below:

A.1. Direct discrimination reflected in the *Hidden Figures* movie.

Direct discrimination is a type of discrimination that involves treating individuals or groups differently based on certain characteristics, such as race, gender, age, or disability. This type of discrimination is often intentional and can be based on personal prejudices or biases (15). Direct discrimination can take many forms. Morever, there are two forms of direct discrimination found in the movie. These are racial discrimination and gender discrimination.

A. 1.1. Racial discrimination faced by the main characters of *Hidden Figures* movie

The first type of discrimination faced by Katherine, Dorothy, and Mary is racial discrimination. This type of discrimination happens when they are inspected by a white policeman because their car had broken down on their way to work. The depiction can be seen in the dialogue below:

White Cop: "You have identification on ya?"

Katherine jumps in.

Katherine: "We sure do. We're just on our way to work. At Langley."

Katherine pulls out her NASA ID badge. Holds it up for him to see.

Katherine (CONT'D): "NASA, sir."

Dorothy specifies, holds up her NASA badge.

Dorothy: "We do a great deal of the calculating getting our rockets into space."

He turns his attention back to Mary.

White cop: "All three of ya?"

Mary: "Yes, officer."

Hmm. He takes Mary's badge. Studies it. Inspects the back. It's official.

White cop: "NASA. That's something. Had no idea they hired-"

He stops himself for saying "colored." Or worse. (*Hidden Figures*, 7).

In this quotation, the policeman is surprised and hesitates to believe that the three of them, colored women, working for NASA. His act shows Direct Discrimination as a type of Racial Discrimination. Direct discrimination is often intentional and can be based on personal prejudice and biases (15). White people often feel that they are superior to black people. Furthermore, they often have personal biases when it comes to black people. Moreover, the white policeman found it hard to believe that black women like Mary, Dorothy, and Katherine work in NASA, such a prestigious place.

The second racial discrimination portrayed in the movie is faced by Dorothy. Despite her exceptional leadership skills and dedication to her work, she will not be assigned as a supervisor. Her abilities are being underestimated due to her race. The reflection can be seen below:

Dorothy: "Mrs. Mitchell.. if I could-"

Vivian stops. Turns back.

Dorothy (CONT'D)

"My application for supervisor, ma'am. Was wondering if they're still considering me for that position."

VIVIAN MITCHELL

"Yes. Well, the official word is: no. They're not assigning' a permanent supervisor to the Colored Group."

Mrs. Mitchell is a white woman who works as a supervisor. In this scene, she tells Dorothy that she will not be assigned as a supervisor. She said that they do not need a supervisor in the colored group. As mentioned earlier, racial Discrimination involves treating individuals or groups differently based on their racial or ethnic background (197). Through this scene, it can be seen that Dorothy is treated unfairly because she is a black woman. She does the work of a supervisor. She is in charge of the colored group. However, they will not let black people like Dorothy fill high positions as supervisors. They insist that the colored group does not need a supervisor. Therefore, even though she is assigned to work harder and has the responsibility of a supervisor, she still can not fill a higher position and get a high salary.

The main characters in this movie also face racial discrimination in acts of segregation. This happens when Dorothy gets kicked out of the library just because she enters the white people's section.

She pulls it off the shelf. A WHITE LIBRARIAN in the next aisle stares back at her.

WHITE LIBRARIAN

"We don't want any trouble in here"

DOROTHY

"I'm not here for any trouble"

WHITE LIBRARIAN

"What are you here for?"

DOROTHY

"A Book"

WHITE LIBRARIAN

"You have books in the colored section"

DOROTHY

"It doesn't have what I'm looking for"

WHITE LIBRARIAN

"That's just the way it is." (Hidden Figures, 55-56)

In this scene, it can be seen that the library is divided into two sections, white people and colored people. Furthermore, a colored woman like Dorothy is not allowed to enter that section of the library. This scene shows the racial discrimination

experienced by Dorothy. She received segregation treatment. Segregation is "Exclude members of a disadvantaged racial group from the allocation of resources and access to institutions." Dorothy has a little argument with a white librarian because Dorothy is looking for a book in the white people's section. She tries to explain that the colored section does not have the book. However, she instead gets kicked out of the library just because she enters the white people's section. This act of the library staff shows that white people denied to treat white people and black people equally.

A. 1.2. Gender discrimination faced by the main characters of *Hidden Figures* movie

The second type of direct discrimination reflected in the *Hidden Figures* movie is gender discrimination. Gender discrimination is a type of discrimination that involves treating individuals or groups differently based on their sex or gender (50). Moreover, according to McLean's theory about gender discrimination (1988), gender discrimination is divided into five kinds. However, this study found that Katherine faces gender discrimination in a kind of subordination. The reflection can be seen in the dialogue below:

Jim Johnson

"Pastor mentioned you're a "Computer" at NASA. What's that entail?"

KATHERINE

We calculate the mathematics necessary to enable launch and landing for the Space Program.

JIM JOHNSON

Aeronautics. Preddy heady stuff. They let women handle that kind of-

He stops himself. Too late. Backpedals.

JIM JOHNSON (CONT'D)

Well. That's not what I mean.

KATHERINE

What do you mean?

JIM JOHNSON

I was just surprised something so…taxing-

Katherine stops him. (*Hidden Figures,* 40-41)

In this quotation, Jim Johnson asks about what Katherine does in her work at NASA. Hearing that she worked in aeronautics, he wondered why NASA allowed women to handle that job. His act reflected direct discrimination against Katherine which is gender discrimination in a kind of subordination. Subordination is a degrading assumption or thought. The assumption is that women are irrational or emotional so they can not lead, thus placing women in positions that are not important. His act in this quotation reflected a degrading assumption about Katherine. He was surprised that Katherine, a woman, was allowed to work in aeronautics at NASA. Aeronautics is a study of the science of flight. Therefore, Katherine does pretty heady stuff in her work. Furthermore, back in the 1960s, aeronautics in the United States was largely dominated by men. However, Jim

Johnson underestimates Katherine's ability because she is a woman. Women are often considered to be emotional and weak. Therefore, they can not do heady stuff and consider women in unimportant roles.

A.1. Indirect discrimination reflected in the *Hidden Figures* movie.

Indirect discrimination is a type of discrimination that involves treating individuals or groups differently based on characteristics that are not directly related to the individual or group, such as education or experience. This type of discrimination can be unintentional and can be perpetuated by policies or practices that appear neutral on the surface but have a disproportionate impact on certain groups (660). Indirect discrimination can take many forms. However, the type of indirect discrimination found in this study is educational-based discrimination.

A. 2.1. Educational-based discrimination faced by the main characters of *Hidden Figures* movie

The quotation below tells that Mary's application for the Engineer Training' Program position was denied because she does not meet the educational requirements. This scene shows indirect discrimination against Mary in a type of educational-based discrimination.

VIVIAN MITCHELL

NASA doesn't commission females for the Engineer Trainin' Program.

Mary ruffles up.

MARY

That position is open to any qualified applicant.

VIVIAN MITCHELL

Right. 'Cept you don't have the educational requirements

MARY

I have a Bachelors Degree in Mathematics and Physical Sciences. Same degree as most engineers 'round here

Vivian does not like to be challenged

VIVIAN MITCHELL

We now require advanced extension courses through the University of Virginia. It's in the Employee Handbook. An addendum.

She slides a copy on the table.

VIVIAN MITCHELL (CONT'D)

'Case you haven't read it.

Mary can't control her frustration.

MARY

Every time we have a chance to get ahead,

ya'll move the finish line. (Hidden Figures, 52)

Educational-based discrimination involves treating individuals or groups differently based on their level of education (45). In the quote above, the additional requirement for the Engineer Training Program position at NASA is they have to take advanced extension courses through the University of Virginia. The

requirement seems neutral on the surface. However, it gave a disadvantage to Mary. As indirect discrimination can be unintentional and can be perpetuated by policies or practices that appear neutral on the surface but have a disproportionate impact on certain groups (660). This requirement gave disadvantages to colored people because the university is an all-white school. Colored people are never going to be allowed to take classes there. Furthermore, with these additional requirements, they intentionally did not want to accept Mary's application for the Engineer Training Program position.

CHAPTER V

CONCLUSION AND SUGGESTION

Chapter five is the last chapter of this study. This chapter consists of two subchapters that present conclusions and suggestions according to the discussion in chapter four.

A. Conclusion

Based on the findings and discussion in chapter four, the data that has been obtained from the *Hidden Figures* movie script stated that there is a depiction of discrimination experienced by Katherine, Dorothy and Mary who are the main characters in the movie. Furthermore, according to the data that has been obtained from chapter four, it is identified that Katherine Goble, Dorothy Vaughan, and Mary Jackson face both direct and indirect discrimination.

From the discussion, it can be concluded that this study found several types of direct and indirect discrimination experienced by the main characters in the movie. The first type of direct discrimination portrayed in the movie is racial discrimination. This type of discrimination happens when Katherine, Dorothy, and Mary are underestimated by the white cop. The white cop found it hard to believe that the colored women working for NASA. Moreover, racial discrimination is also experienced by Dorothy in her workplace. She is treated unfairly and can not fill a higher position nor get a high salary because she is a black person. This movie also portrayed racial discrimination in the act of segregation. This happens when Dorothy gets kicked out of the library just because she enters the white people's section.

Gender discrimination is another type of direct discrimination found in the movie. This discrimination happens in a kind of subordination that Katherine experiences. Katherine works in aeronautics at NASA, but she receives degrading assumptions that women can not lead and belong to unimportant positions.

Furthermore, the main characters in this movie also face indirect discrimination. The type of indirect discrimination found in this study is educational-based discrimination experienced by Mary. She is treated differently because of her level of education. Mary did not get into the Engineer Training' Program because she did not meet the educational requirements. However, it is because black women like her were not allowed to attend the course

B. Suggestion

This study uses the concept of discrimination theory. It points to the type of discrimination that includes the kind of discriminatory acts faced by the main characters. They are Katherine, Dorothy, and Mary. This study provides some suggestions, especially for future research to analyze this movie. This study suggests that future research can analyze the movie with the resilience theory. This is because despite facing so many struggles, the main characters in this movie also try to overcome their obstacles and bounce back.

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