

## CHAPTER IV

### DISCUSSION

#### **4.1 Gender Discrimination in the Male-Dominated Workplace through Workplace Interactions**

Sylvia Walby (1990:20) explains that gender discrimination cannot be viewed merely as an individual problem or simply as personal prejudice committed by men against women. More than that, gender discrimination is part of the patriarchal system, a social order that places men in a dominant position while women are in subordinate position. Therefore, gender discrimination is structural because it is rooted in social institution such as the family, the workplace, and the state and also systemic, because it is perpetuated through rules, norms, and cultural practices. This is reinforced by Galsanjigmed and Sekiguchi (2023:377), that many women experience self-doubt when attempting to enter leadership positions because organizational culture tends to associate leadership with masculine traits such as assertiveness and dominance.

In *Brooklyn Nine-Nine* (2013), gender discrimination is portrayed as one of the serious issues discussed. This portrayal can be seen in interactions between several main characters, including Amy Santiago, Jake Peralta, Captain Olivia Crawford, and Captain Raymond Holt.

#### 4.1.1 Gender Discrimination Portrayed Through Amy Santiago and Jake

##### Peralta's Interaction

In *Brooklyn Nine-Nine* Season 6 Episode 8 “*He Said She Said*,” there is a very interesting discussion of gender discrimination where the interactions between Amy Santiago dan Jake Peralta are used as examples. This situation representative of the reality patriarchy in the workplace, where men often use power and position of hierarchy to subordinate women. This portrayal of the situation is reinforced in the dialogue between Amy, Jake and the victim, emphasizing how the system often does not believe women's voices:

Amy : “Okay, Ms. Brennan, we’ve discussed it, and we think you should file charges against Mr. Haggerty for sexual assault. Now, I’m not gonna lie to you, it’s a difficult process.”

Victim : “Actually, I’m gonna stop you right there. I don’t wanna press charges. The firm just offered me \$2.5 million dollar if I sign an NDA and let this slide.”

Amy : “Wait, so you’re gonna let Seth get off scot-free?”

Jake : “Well, that money would go a long way towards the Scrooge pool. Sorry, ignore me.”

Victim : “I mean, I think I have to take it. This is a he said, she said situation. I know how that goes down. No one’s gonna convict him on my word alone. The system’s as broken as Seth’s dong.”

Amy : “No, it’s not. I’m the system. And I’m nothing like Seth’s dong. Just don’t sign that NDA right now. Give us a chance to bring this guy to justice.”

Victim : “And how are you gonna do that?”

Amy : “By working our asses off to find proof that he assaulted you, and when we do, he will go to jail for what he did. I really think we can get him.”

Victim : “OK. Yeah, let’s do this.”

(*Brooklyn Nine-Nine*, 2013, Season 6, Episode 8, 06:10 – 07:10)

Based on the above conversation, it is clearly shown how gender discrimination occurs in one of the main structures of patriarchy according to Sylvia Walby, the paid work structure. In this structure, men usually occupy higher

positions and have control over important decisions, while women often occupy lower positions and have less power. This can be seen in the case of harassment at a financial company handled by Amy and Jake, where a boss used his position to harass his subordinates. Initially the victim was told to sue her boss but she refused as the company offered her \$2.5 million if she signed a non-disclosure agreement (NDA). Money and power were used here not to serve justice, but to silence the victims and preserve the perpetrator's reputation. This is how the economic system and the job hierarchy work together to perpetuate male dominance in the workplace under the patriarchal system.

As Walby (1990:21) explains, women often face difficulties that hinder them from obtaining better positions. These challenges are not just about formal rules but also about deep-seated attitudes and habits. Also, the career advancement process is generally more complicated for women than for men due to the perception that women are less competent or unable to lead. The victim's statement, *"This is a he said, she said situation. I know how that goes down. No one's gonna convict him on my word alone,"* addresses how women are frequently not believed when they are victims of harassment, particularly if the perpetrator is a man in a position of power. This indicates that not only do women experience harassment in the workplace, but also a system that indirectly dismisses their voices.

The reason Amy was so eager to take this case and persuade the victim to press charges against the perpetrator was because she had gone through a similar incident at her previous workplace. She told Jake that her last male boss had been harassing her.

Jake : “Look, I know this sucks, and I hate to say it, but we both know sometimes you work a case and you just don’t have the evidence.”

Amy : “This isn’t just a case for me. When I was a rookie at the Six-Four, my captain was my first mentor. He helped me get on the detective track, and he gave me all the best cases. But when I finally made detective, he took me to dinner and tried to kiss me. He said that he felt like he deserved something in return for my career. I just ran out of the restaurant back to the office, and I put in my transfer for the Nine-Nine.”

Jake : “Oh, man. I’m so sorry.”

Amy : “I never told anyone because I felt like maybe I didn’t actually deserve my promotion. And I worried that I wouldn’t get anymore promotions if I spoke up.”

Jake : “God. Every time I think I understand how bad it is, it’s just way worse than I imagined.”

Amy : “This kind of stuff has happened to literally every woman I know. I just wanted to help make it better for this one woman.”

Jake : “Okay.”

(*Brooklyn Nine-Nine*, 2013, Season 6, Episode 8, (13:51 – 15:10))

The conversation between Amy Santiago and Jake Peralta shows how Amy’s boss, who had previously been her mentor, abused his position to expect personal favors in exchange for his support of Amy’s career. Amy’s statement “*He said he felt entitled to something in return for my career.*” Suggests that Amy not only experienced harassment but also psychological effects, including guilt and self-doubt regarding her promotion. This indicates that gender discrimination makes it difficult for women to pursue leadership roles in the workplace because they doubt themselves, consistent with Galsanjigmed and Sekiguchi (2023:377), who state that women often experience self-doubt when pursuing leadership positions due to an organizational culture that associates leadership with masculine traits.

Gender discrimination form in *Brooklyn Nine-Nine* (2013) is also shown through Amy Santiago’s daily experiences, which she often shares with Jake

Peralta. These experiences are shown through flashbacks in several scenes throughout the series that shown the contrast in treatment between Amy and Jake in almost identical situation.



*Picture 4. 1* Flashback 1 when Jake was amazed  
(*Brooklyn Nine-Nine*, 2013, S6E8, 07:30 – 07: 32)



*Picture 4. 2* Flashback 1 when Amy was harassed  
(*Brooklyn Nine-Nine*, 2013, S6E8, 07:32 – 07: 33)

From the scene above, Amy tries to explain that men often do not understand how women’s lives feel different, even in small things in everyday life. In flashback 1, Jake and Amy express the same surprise but in different situation. In picture 4.1 Jake said “*Oh, sick!*” because he was amazed when he sees a child playing a game on his cellphone. On the other hand, in picture 4.2 Amy said the same thing which is “*Oh, sick!*” not because she was amazed, but because she was harassed when a man touches her from behind. Another contrast treatment between Jake and Amy is also seen in the second flashback.



*Picture 4. 3.* Flashback 2 when Jake buying coffee  
(*Brooklyn Nine-Nine*, 2013, S6E8, 07:33 – 07: 36)



*Picture 4. 4* Flashback 2 when Amy buying coffee  
(*Brooklyn Nine-Nine*, 2013, S6E8, 07:36 – 07: 38)

Flashback 2 takes place in a coffee shop where Jake and Amy are buying a cup of coffee. The coffee man says to Jake, “*Have a great day!*” in a warm and friendly tone, but when it’s Amy’s turn. The coffee man says, “*You have a beautiful mouth. Have a great day!*”. The coffee man greets both Jake and Amy the same way, but when Amy buys her coffee, the coffee man makes a sexual comment about a part of her body. Gender discrimination in the series *Brooklyn Nine-Nine* (2013) is further highlighted in the third flashback, when Amy, wearing a police uniform, is questioned by a man, yet he places more trust in Jake, who is dressed in casual clothes.



Picture 4. 5 Flashback 3 when the man asked Amy about the police. (*Brooklyn Nine-Nine*, 2013, S6E8, 07:39 – 07: 41)



Picture 4. 6 Flashback 3 when the man approached to Jake instead of Amy (*Brooklyn Nine-Nine*, 2013, S6E8, 07:41 – 07: 45)

This scene vividly describes the concept of paid work in Sylvia Walby’s (1990:21) theory of patriarchy. According to Walby, paid work is not just about employment, but also a social system in which men have a dominant position and are more trusted than women. The discrimination experienced by Amy shows that women in the workplace are still often considered less competent or unfit to hold authority, even in professions such as the police force, which requires the same skills and courage from both men and women. When the man in the picture 4.5 asks Amy “*Excuse me, miss, do you know where I can find a police officer?*” even

though Amy is clearly wearing a police uniform, the man looks at her as if he does not believe in Amy’s abilities. Then, when Jake walks by in his casual uniform as it seen in picture 4.6, the man immediately fires off the question “*Uh, sir, you’re a police officer, right?*” This reflects the patriarchal view that public work and authority are most suited to man, and considers men to be more competent in police work.



*Picture 4. 7 Amy’s statement  
(Brooklyn Nine-Nine, 2013, S6E8,  
07:25 – 07: 28)*



*Picture 4. 8 Amy’s statement  
(Brooklyn Nine-Nine, 2013, S6E8,  
08:20 – 08: 21)*

In Amy’s statement above, “*I just don’t think that men understand how different everything is for us*” shows that gender discrimination is not only present in formal situations at work, but is also embedded in the social experiences that women encounter every day. When Amy said in the picture 4.8 “*It’s okay, I’m used to it,*” referring the idea that discrimination in the workplace and social life is so common that women feel they have to get used to dealing with it. Through these scenes, *Brooklyn Nine-Nine* (2013) shows how gender discrimination still operates within the patriarchal system of paid work, where women like Amy, for example, despite their professional positions and abilities, still face harassment, discrimination, stereotypes, and neglect because of their gender.

#### 4.1.2 Gender Discrimination Portrayed Through Captain Olivia Crawford and Captain Raymond Holt's Interaction

Gender discrimination in *Brooklyn Nine-Nine* (2013) is also seen in Season 5, Episode 15 "*The Puzzle Master*", which is portrayed through the interaction between Captain Olivia Crawford and Captain Raymond Holt. In this episode, the two compete for the position of police commissioner. Although both have the same qualifications and experience, but the selection process is a reflection of how the patriarchal system in the workplace still dictates who is fit to lead. At the commissioner's meeting, Holt, who had seen Crawford as a rival, ended up supporting her.

Holt : "I've been thinking recently about how vital the existence of precincts is to the NYPD."

Commissioner : "Oh, you spoke to Crawford. She's very forward thinking, isn't she?"

Holt : "I suppose you could call it that. I mean, I wouldn't, but"

Commissioner : "You don't need to worry about her. Between you and me, we had to nominate a girl for PR reasons."

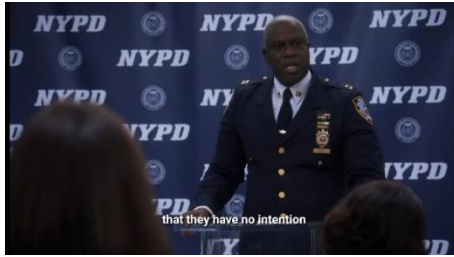
(*Brooklyn Nine-Nine*, 2013, Season 5, Episode 15, 14:07 – 14:23)

In this scene, Holt talks to the Head Commissioner about the possibility of promotion within the police force. When Captain Crawford's name is mentioned, the commissioner casually says, "*Between you and me, we had to nominate a girl for PR reasons.*" This sentence shows that women are nominated to high positions not because of ability or achievement but because of public relations, so that the institution seems to be supporting gender equality. The statement reflects a subtle but very real form of gender discrimination in the workplace, especially in the structure of paid work as described by Sylvia Walby. Walby (1990:21) explains that

in a patriarchal system, women are often allowed to join the formal workforce, but are not considered to have the same value as men. They are placed in strategic positions not because of their competence, but merely as a symbol of false equality.

Based on this case, Captain Crawford is only used as a tool for image building, not as professional figure who is deserving of the position. This means that even though women are beginning to be recognized in paid work, the patriarchal system still regulates how and to what extent women can rise to high positions, and it is this patriarchal system that creates gender discrimination which affects how women occupy positions of power.

Furthermore, gender discrimination here is also evident in how women's competence is often underestimated compared to men. When the head commissioner referred to Crawford as "*She's very forward thinking, isn't she?*" is reflected a common bias against women who are bold or forward thinking, Captain Crawford is considered too ambitious or not in line with ideal masculine leadership norms. In contrast, the same attitude in men is usually praised as a sign of decisiveness. Holt, who knew Crawford's goal of being nominated as commissioner, initially felt threatened but then felt sorry for him.



*Picture 4. 9* Holt's statement.  
(*Brooklyn Nine-Nine*, 2013, S5E15,  
16:08 – 16:10)



*Picture 4. 10* Holt's Statement.  
(*Brooklyn Nine-Nine*, 2013, S5E15,  
16:10 – 16:12)

In the scene above, Captain Raymond Holt stands at the podium and delivers a powerful moral speech. He reveals that the selection committee for the position of New York Police Department (NYPD) Commissioner has no intention of choosing a woman, even though Captain Olivia Crawford is a highly qualified candidate. Holt's statement, "*they have no intention of ever choosing a woman to run the NYPD,*" is clear evidence of explicit and institutionalized gender discrimination. It is not just individual bias, but a decision that is built into the power structure of the organization. In this context, women are not given the same opportunity from the outset, because their gender is already considered a reason for rejection.



*Picture 4. 11* Holt's statement.  
(*Brooklyn Nine-Nine*, 2013, S5E15,  
16:17 – 16:19)



*Picture 4. 12* Holt's Statement.  
(*Brooklyn Nine-Nine*, 2013, S5E15,  
16:20 – 16:23)

Holt then said, "*As someone who has been denied opportunity because of who I am, I cannot stand by and watch it happen to someone else.*" This statement

is important because it shows solidarity, where Holt, as a gay black man who has also often experienced discrimination in his career, understands very well how it feels to be rejected not because of ability, but because of identity. He would not compromise with the patriarchal system and he would not give a presentation in front of a biased committee. His actions could be read as a form of resistance to the patriarchal structure of paid work, where he refused to become part of a mechanism that oppresses women. This scene illustrates of two levels of gender discrimination: first, the direct discrimination against Captain Crawford for being a woman; and second, the systemic discrimination that reinforces the idea that men are more suited to leadership positions.

#### **4.2 Resolutions of Gender Discrimination in *Brooklyn Nine-Nine* (2013)**

Resolving gender discrimination in the workplace is not a matter of adjusting a single rule or attitude. According to Walby (1990:21) women encounter obstacles which are not just formal rules but also deeply embedded attitudes, which make the path to career advancement much harder for them than for men. The series *Brooklyn Nine-Nine* (2013) depicts narratives of how cases of gender discrimination experienced by its characters are resolved.

##### **4.2.1 Resolution through the Shift in Mindset and Personal Initiative**

In the episode “*He Said, She Said*” (Season 6, Episode 8), the resolution of the case handled by Jake and Amy did not stem directly from a quick legal process or rigid office rules. The workplace sexual harassment case was resolved through extensive discussions among various parties, and the key factor was the inner courage of Amy Santiago, who was part of that system to resolve the case, which

reminded her of her own experience at the police station where she previously served.



Picture 4. 13 Victim's statement  
(*Brooklyn Nine-Nine*, 2013, S6E8, 06:23 – 06:30)

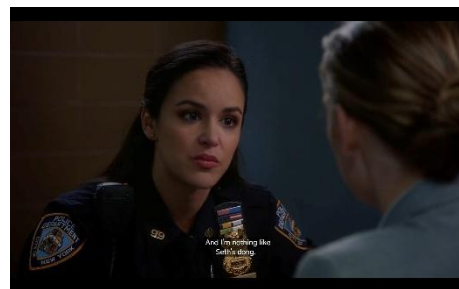


Picture 4. 14 Victim's statement  
(*Brooklyn Nine-Nine*, 2013, S6E8, 06:40 – 06:45)

Based on the scene clip above, the victim said *“I don't wanna press charges. The firm just offered me \$2.5 million dollar if I sign an NDA and let this slide.”* At first, the victim felt cornered and chose to accept the hush money offered at her workplace and sign a non-disclosure agreement (NDA), not because she wanted to but because she felt she had no other choice. As the victim stated *“This is a he said, she said situation. No one's gonna convict him on my word alone,”* a sense of despair is clearly evident because she feels the institutions won't defend her.



Picture 4. 15 Amy reassured the victim  
(*Brooklyn Nine-Nine*, 2013, S6E8, 06:46 – 06:48)



Picture 4. 16 Amy's statement  
(*Brooklyn Nine-Nine*, 2013, S6E8, 06:48 – 06:49)

The statement above *“I'm the system. And I'm nothing like Seth's dong”* reflects the encouragement and confidence provided by Amy Santiago led the victim to finally decide to fight back. This courage became a pivotal moment in the

resolution of the case, as it proved that change can begin with the actions of individuals to stand up against injustice. Although the perpetrator was ultimately punished by the law, this resolution did not bring a completely happy ending.



*Picture 4. 17* The victim quit from her job  
(*Brooklyn Nine-Nine*, 2013, S6E8, 18:20 – 18:35)



*Picture 4. 18* The victim feels excluded  
(*Brooklyn Nine-Nine*, 2013, S6E8, 18:37 – 18:43)

The victim still chose to leave her job because she felt uncomfortable and excluded by her work environment. She won the case legally but she did not feel safe there any longer. This situation shows the reality of gender discrimination in the workplace. As Sylvia Walby (1990:20-21) explains, patriarchy is not just about individual actions but is a system embedded in different areas of life, from culture to paid work. In this case, even if the perpetrator has been punished, the work environment that are still influenced by patriarchal values continues to exert social pressure on the victim. She actually faces exclusion for daring to stand up against it, as seen in her statement, *“Everybody looks at me like I’m either a victim or a traitor. I mean, I’m not even on any of the non-work group texts”*, which indicates that her actions are perceived as disrupting the comfort of the work environment. This is in line with the opinion of Galsanjigmed and Sekiguchi (2023:377), that female workers in male-dominated workplaces often suffer from psychological burdens, such as a lack of self-confidence and anxiety. The victim’s initial hesitation

and the exclusion she experienced after reporting the incident suggest that discrimination is not only structural but also has personal and lasting consequences.

The resolution in this case is also seen in Jake Peralta's change in perspective. After listening to Amy's stories of her everyday experiences from being harassed on the street to not being taken seriously as a police officer, even when she was in uniform, Jake finally realized that he hadn't truly paid attention to these inappropriate incidents because he hadn't been a victim of it.



Picture 4. 19 Jake's Apology  
(*Brooklyn Nine-Nine*, 2013, S6E8,  
08:14 – 08:19)



Picture 4. 20 Amy's Response  
(*Brooklyn Nine-Nine*, 2013, S6E8,  
08:20 – 08:22)

In the dialogue above, Jake sincerely says, *"I am genuinely very sorry that this is something you have to go through all the time."* But it is Amy's response that hits hardest *"It's okay, I'm used to it."* And Jake replies *"That's even sadder,"* and that's exactly how it is. The fact that discrimination has become normal for women is a problem far deeper than just a single case of harassment. Through this exchange, *Brooklyn Nine-Nine* (2013) offers a broader resolution, that recognizing and acknowledging the injustices that have long been considered normal is the crucial first step toward real change.

#### 4.2.2 Resolution through Public Exposure and Institutional Challenge

In the first case previously resolved through Amy Santiago's personal initiative, the resolution in the episode "*The Puzzle Master*" (Season 5, Episode 15) was achieved more openly by exposing the discrimination hidden behind the institution's official procedures. In this episode, Captain Olivia Crawford was indeed nominated as a candidate for NYPD Commissioner, but the Head Commissioner honestly revealed to Holt that the nomination was solely for the sake of public image.

Commissioner : "Oh, you spoke to Crawford. She's very forward thinking, isn't she?"

Holt : "I suppose you could call it that. I mean, I wouldn't, but"

Commissioner : "You don't need to worry about her. Between you and me, we had to nominate a girl for PR reasons. There's no way the NYPD is ready for a female commissioner."

(*Brooklyn Nine-Nine*, 2013, Season 5, Episode 15, 14:09 – 14:25)

The statement, "*Between you and me, we had to nominate a girl for PR reasons. There's no way the NYPD is ready for a female commissioner,*" suggests that Crawford was not actually considered qualified, but was simply used as a token to make the institution look supportive of women. It is a subtle form of discrimination because it is disguised as something that appears fair to the public.

The actions of this commissioner are a clear example of tokenism. Tokenism involves women being used as a symbol to demonstrate false diversity, without any real authority or genuine opportunities to lead (Archbold and Schulz, 2008:62). Furthermore, the commissioner's view that the NYPD is not ready to have a female leader is closely linked to Eagly and Karau's Role Congruity Theory (2002:575). The theory suggests that women's social roles are at odds with leadership roles,

which are traditionally seen as requiring masculine traits. Consequently, although Crawford was highly competent, her presence was systematically rejected because she was considered incompatible with the image of a leader desired by the patriarchal structure of paid work.

The truth then came to surface when Holt chose not to remain silent and openly revealed that the selection committee had never intended to choose a woman as the head of the NYPD. This action was reinforced visually as Holt delivered his statement in public.



Picture 4. 21 Holt's speech.  
(*Brooklyn Nine-Nine*, 2013, S5E15,  
16:08 – 16:10)



Picture 4. 22 Holt's speech.  
(*Brooklyn Nine-Nine*, 2013, S5E15,  
16:10 – 16:12)

In his speech, Holt said *“I was just told by a member of the selection committee that they have no intention of ever choosing a woman to run the NYPD. I suppose I should have been relieved, because Captain Crawford is a damn qualified candidate.”* With his statement, Holt demonstrated his courage to challenge the system even at the cost of his own chances. He also emphasized his reasoning that, as someone who has experienced discrimination because of his identity, he could not allow the same thing to happen to others.



*Picture 4. 23* Holt's statement  
(Brooklyn Nine-Nine, 2013, S5E15,  
16:17 – 16:20)



*Picture 4. 24* Holt's statement  
(Brooklyn Nine-Nine, 2013, S5E15,  
16:20 – 16:30)

This statement is also important in solving the case because it shows that personal experiences can lead to solidarity with other oppressed groups. Through Holt's actions, *Brooklyn Nine-Nine* shows that the fight against gender discrimination is not only the responsibility of women, but also that of other people who recognize injustice. Nevertheless, it's not a total win because Crawford does not get the commissioner job, which shows that the patriarchy system in large institutions does not change easily with one act. But Holt's willingness to speak out and stand up against injustice remains a powerful form of moral resolution, affirming that silence in the face of discrimination is to contribute to the perpetuation of an unjust system.