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### Is Racial Inequality that Big of a Problem?

Our main topic was racial inequality, which is still a prominent problem throughout the nation. This topic remains relevant because there is inequality woven into our society. During the Civil Rights Movement, African Americans fought for their equal rights as citizens of the United States. They gained many of the rights that they fought for, but even today there are still being discriminated against in all aspects of life. The racial inequalities within our society need to be resolved because our nation was created on the idea that “all men are created equal.” Based on our research, we have found that minorities are continuously being treated unfairly.

One problem that we identified was the socioeconomic causes on inferior races. A specific problem is the differences in income that an average African American receives compared to an average White American. Through data collected from the decennial census and the 2010 American Community Survey shows that Black Americans always make less than White Americans in all areas based on the new economy variables. People have always believed that most minorities receive lower wages, and this research proves the belief. Some conclusions from Finnigan’s research are that average wages for workers of all racial and ethnic groups are higher in the transition to the new economy and the increase in wages in the economy is significantly larger for Whites and Asians. Also, he stated there are higher wage gaps for Blacks and Latinos within the new economy. We predicted that there would be discrimination between wage gaps of White Americans and Black Americans, but throughout the literature there is also wage gaps between Latinos and White Americans as well.

Another problem that we recognized at the beginning was that African Americans faced a

lack of opportunity and education. As we researched the topic we found that more minorities are earning higher degrees, but they continue to face racial profiling when it comes to finding a job. Based off of Damaske's research, he found that male African Americans and Latinos are not considered the standard American job hiring, while White Americans are still considered the norm. The research also stated that African Americans and Hispanics are constantly at a disadvantage when gaining a job because of their school's prestige and their race. After conducting our research, we noticed that other minorities are not gaining the same opportunities as White Americans even though they receive higher degrees. Minorities continue to face discrimination especially when it comes to earning jobs. Even when minorities have a job they feel that there is still a lack of opportunity within their field. A Survey of Employees in Houston, Texas by Khosrovani and Ward showed that African Americans believe that in crucial area of job advancement, they do not receive what they consider to be a fair share of opportunities from their organizations. The participants in the survey felt that other minorities received favorable treatment at work than they had received. Another opinion by the participants was that all women of all ethnicities had more access to work benefits than their male counterparts. The research helped us understand the point of view of African Americans while on the job, and showed that they still believe they are being treated unfairly due to the color of their skin.

One final problem that we noticed was the treatment of African Americans based on their culture and traditions. Racism is a major contributor to the unfair treatment of African Americans. Our research showed that urban and suburban locations showed an increase in belief tolerance while in rural areas showed an increase in belief intolerance. The article by Carter and Corra also explained that people who have relationships with people like them tend to not show tolerance towards social and cultural differences. Most White Americans tend to be more

prejudice due to their upbringing, and their home neighborhood. The research also showed that racial intolerance is increasing rather than decreasing, and the gap between urban tolerance and intolerance is increasing between the two areas. We found that culture and tradition always will have an effect on the way people treat one another.

In conclusion, we found that racial discrimination is caused by lack of opportunity, lack of diversity, education, and income. As we researched the topic, we found that our predictions were backed up by the research found. However, discrimination is not limited to African Americans, but to all other racial minorities as well. All racial minorities experience some form of racial discrimination. Before we began our research, we recognized that there were still racial inequalities, but as we uncovered more information we found that this is a much greater issue. Racial inequality needs to come to an end.

## Annotated Bibliography

Finnigan, R. (2013). *New Urban Structural Change and Racial and Ethnic Inequality in Wages, Homeownership, and Health* (Unpublished doctoral dissertation). Duke University, Durham, NC.

The major research question being discussed is how do labor market changes associated with the 'new economy' contribute to racial/ethnic wage inequality? The first hypothesis is racial and ethnic age gaps decrease in the transition to the new economy. The second hypothesis is the transition to the new economy reproduces or increases racial/ethnic wage gaps. The method of research that researcher took was quantitative research because the information he took was a measure in what people think from a statistical and numerical point of view. The researcher also took advantage of previous survey sources to gain their information. They used data samples from the 1980 to 2000 decennial census and the 2010 American Community Survey. Through his research, it shows that whites and Latinos have a huge wage gap compared to most other minorities. Whites and blacks are fairly different as well, but whites and Asians is close. Eventually in 2010, Asians take over the top spot and have the highest hourly wage. The data samples show that black Americans always make less than white Americans in all areas based on the new economy variables. With the Latino and White gaps are different in the new economy variables and the areas. The wage gap between White Americans and Asian Americans is the same type of relationship as Latino Americans. The wage gap depends on the area and the economy variables. Some conclusions are that average wages for workers of all racial and ethnic groups are higher in the transition to the new economy and the increase in wages in the economy is significantly larger for Whites and Asians. The second hypothesis is supported with that there are higher wage gaps for Blacks and Latinos within the new economy. This information was useful because it showed the discrepancies in wages between races. The data supported the idea

stated in the title. This information would also be more useful on white Americans, black Americans, and Latinos because they are the groups that have significantly lower wages. This study is useful in showing the wage gaps between different racial backgrounds.

Carter, J. S., & Corra, M. (2012). Beliefs about the Causes of Racial Inequality: The Persisting Impact of Urban and Suburban Locations? *Urban Studies Research*, 2012.

The research questions of this paper are what are the impacts of urbanism and suburban residency on beliefs about racial inequality and how have attitudes among urbanites, suburbanites, and rural residents shifted over time? They hypothesize that homogeneous relationships do not encourage high levels of toleration towards social and cultural differences and that rural residents would eventually become more tolerant and would cause urban/rural differences to disappear. The method of collecting the data was by a survey's results, which is conducted biannually. One of the findings showed those suburban locations do produce specific people that maintain their own ideas when discussing beliefs on racial inequality. Then they examined the findings by decade and found that urban and suburban locations showed an increase in belief tolerance while in rural areas showed an increase in belief intolerance. Also based on time, the tolerance in urban and suburban locations has increased as time has passed while the rural areas have had a decline in tolerance showing an increase in intolerance. In addition, the suburban and urban areas people believe that discrimination and lack of education are major factors in inequality. The people that tend to believe in tolerance are usually non-southerners, women, young, more educated and single. However, there is no trend in time each year the types of people and major factors fluctuate. The data consistently shows that urban residents have a greater tolerance than suburban and rural residents. The data concludes that suburban and rural areas are not that different from each other. They both tend to be much more

homogeneous than urban areas and can both be very intolerant. The hypothesis proposed was disproven by two parts of the data. One is the fact that intolerance is increasing in the rural areas and the gap between the urban tolerance and intolerance seems to be increasing between the two areas rather than decreasing. The one idea that is proven in the data is that people who have relationships with people like them tend to not show tolerance towards social and cultural differences. This information would be more useful to rural men because they tend to show the most intolerance for people who have different social and cultural characteristics. Also, the article is helpful in explaining the topic because many people of rural areas show less tolerance, while people who are from more suburban areas show more tolerance with time. This study is useful in showing how people think of others of different characteristics.

Damaske, S. (2009). *Brown Suits Need Not Apply: The Intersection of Race, Gender, and Class in Institutional Network Building*. *Sociological Forum*, 24(2), 402-424.

The major research question that is discussed in this academic journal investigates the transition from higher education to the workplace. The author's hypothesis is that even though more minorities are earning college degrees they is still racial profiling when it comes to the jobs being offered to them. The article discusses whether race and gender is part of the criteria in hiring a student who has a degree from a non-prestigious university. In the article the author discussed that even though disadvantage students have increased their participation in higher education there is still discrimination in hiring for jobs. The researcher used quantitative data to back up his research findings. The author found that Male African Americans and Hispanics are not considered to be the standard in American job hiring. In conclusion the author stated that there is still more research to be done but as of now, African Americans and Hispanics are at a disadvantage when getting hired for jobs because of their schools prestige and their race. The study does help us understand the issue of racism in the workplace, because it shows us that even

though minorities are obtaining higher education, they are still being discriminated when it comes to finding a job due to employers racially profiling job candidates and stating the reason they are not being hired is the prestige of the university they earned their degree from.

Khosrovani, M., & Ward, J. W. (2011). *African Americans' Perceptions of Access to Workplace Opportunities: A Survey of Employees in Houston, Texas*. *Journal of Cultural Diversity*, 18(4), 134-141.

The main research question that is being studied is, are African Americans being discriminated when it comes to moving up in their workplace and if they are getting the same opportunities as other to move up in their job. The researcher examined how African Americans perceive their own access to workplace opportunities and rewards, their views of other minority employees, how much they earn and could earn in the future, and career trajectory, as well as gender bias in their organizations. The researcher used qualitative data to back up his research findings, and he conducted his research by interviewing African Americans and getting their opinions on how they are treated in the workplace. The researcher's findings indicated that many of the African Americans that were interviewed believed that in crucial areas of job advancement, they do not receive what they consider to be a fair share of opportunities from their organizations. Some respondents felt that other minority employees received even more attention and favorable treatment at work than they do, and when it came to gender bias in the workplace, many thought that women of all ethnicities had more access to work benefits than their male counterpart. This research is very helpful in understanding that there is still racism going on in the workplace, and that it affecting workers that are African American move up in their jobs which contributes to the inequality between Whites and African Americans. The research is also very helpful in understanding discrimination that African Americans feel, because from all the surveys and interviews the researcher did we can see how exactly Blacks

feel due to them not being able to earn the same opportunities as others due to the color of their skin.