

# AFRICAN AMERICAN ISSUES IN THE WORKPLACE

Jenna Gonyea, Andrea Escarega, Katherine Garcia; Gina Fe G. Cousin Ph.D.  
HMS 485, Hospitality Administration, School of Human Sciences, James I. Perkins College of Education

## ABSTRACT

The issue of discrimination against African Americans within the labor market has presented itself throughout the United States (Cherlin, 2010). Such discrimination, we have found, is largely due to the barriers to equal opportunity that the average African American faces today ("Why Equal Opportunity is Important", n.d.). Thus, we have identified and provided solutions for such barriers ("Laying the Foundation for National Prosperity", n.d.). In doing so, we intend for the solutions to be implemented in an effort to reduce discrimination against African American workers throughout the United States of America.

## BARRIERS TO EQUAL OPPORTUNITY

### EMPLOYMENT DISCRIMINATION

Results found that résumés with white-sounding names received 50 percent more callbacks than those with black names. African-Americans are twice as likely to be unemployed. Generally have lower wages and less workplace bargaining power than whites (Cherlin, 2010). Black women face discrimination in the workplace because of both their race and gender (Cherlin, 2010).



### RACIAL AND ECONOMIC SEGREGATION



### INCARCERATION

African American Males are incarcerated at a significantly higher rate than others. Former inmates have higher rates of unemployment and underemployment. Incarceration can reduce one's wages by up to 40%. White job applicants with prison records were more likely to be hired than Black applicants without one ("Criminal Justice Facts", n.d.).



### MINIMAL ACCESS TO STRONG SOCIAL NETWORKS

Many African American communities have limited access to strong employment opportunities, the networks that facilitate them, and people who create the opportunities. As a result, there is an unlevel employment field that places African Americans at a disadvantage ("Why Equal Opportunity is Important", n.d.).



### HEALTHCARE DISCRIMINATION PRACTICES

Racial and ethnic minority patients receive a lower quality and intensity of health care than Whites ("African American Health", 2019). Blacks and white with similar class backgrounds and incomes have a huge mortality discrepancy of approximately 38,000 deaths per year by Blacks ("African American Health", 2019).



## THE CONSEQUENCES OF UNEQUAL OPPORTUNITY



## HOW TO COMBAT THESE ISSUES

**INVEST**  
Invest in programs that increase individual's human capital and soft skills. As the labor market continues its trajectory towards a highly skilled and highly trained workforce.

**REFORM**  
Philanthropy's unique position as a neutral funder allows it the ability to leverage different voices and bring them to the table to discuss and target policies that promote disproportionately in employment. Philanthropy can convene conversations with experts that develop specific steps that can be taken to protect African Americans from employment discrimination and debt accumulation.

**FUND**  
Philanthropic groups can advocate for fair employment development that benefits the existing members and reduces African American's isolation and segregation. Philanthropic groups can also fund programs that assist African American individuals, soft skills, provide college support, and assist in getting employment. Philanthropic groups can fund programs that connect former inmates to employment opportunities.

**PROMOTE**  
Culturally diverse programs  
Learning of culture  
Equal opportunities at a young age

### REFERENCES

African American Health. (2019, January 25). Retrieved March 08, 2019, from <https://www.africanamericanhealth.com/>  
Cherlin, A. (2010, 2010). Demographic Trends in the United States: A Review of Research in the 2000s. Retrieved March 04, 2019, from <http://www.africanamericanhealth.com/>  
Criminal Justice Facts. (n.d.). Retrieved April 04, 2019, from <http://www.africanamericanhealth.com/>  
Double Consciousness. (2019). Retrieved April 04, 2019, from <http://www.africanamericanhealth.com/>  
Equal Opportunity is Important (n.d.). Retrieved April 04, 2019, from <http://www.africanamericanhealth.com/>  
Laying the Foundation for National Prosperity. (n.d.). Retrieved April 04, 2019, from <http://www.africanamericanhealth.com/>