# AFRICAN AMERICAN ISSUES IN THE WORKPLACE

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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**

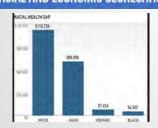
Results found that résumés with white-sounding names received 50 percent more callbacks than those with black names. African-Americans are twice as

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).

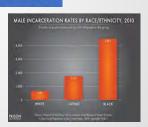


### RACIAL AND ECONOMIC SEGREGATION



### 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



### 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.).



## Facts", n.d.)..

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).



## <u>THE CONSEQUENCES OF UNEQUAL OPPORTUNITY</u>



ACCUMULATION









SOCIAL

HEALTH

DOUBLE

CONSCIOUSNESS

("Laving the Foundation for National Prosperity", n.d.)



POOR ACCESS TO







#### REFERENCES