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Exploring Discrimination against Blacks in the Workplace

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Abstract: In today's society, although the phenomenon of racial discrimination is much better than before, it is still everywhere in the world. In the current workplace, many black workers are treated differently than others because of their races. They have separate work areas, separate bathrooms, and even the utensils they use are frowned upon by others. Many times blacks' suggestions are not accepted. The article will study whether blacks are subjected to racial discrimination in the workplace from six different aspects. Research in this field can help people understand the special treatment that black people receive in the workplace. In addition, the government should pay attention to this phenomenon and make some new legal measures to control and improve the unfair treatment of black people in all aspects of life. Therefore, it is necessary to find and compare the treatment of different races in the workplace. By reading previous relevant articles, this article summarizes and refines the treatment of black people in different aspects of the workplace. It finds that people of this kind of race, no matter how skilled they are or how well they do in their field of work, are treated very poorly compared with white people.

Keywords: Racial discrimination, blacks, workplace

1. Introduction

Discrimination is very common and there is a positive correlation between it and crime [1]. Therefore, discrimination can be said to be a relatively serious social problem. The status of black people in the workplace is usually very low. Blacks are affected by racial discrimination in the workplace at 44%, the highest rate of any other racial group [2]. From the beginning of their job search, their races determine how they are treated in the workplace. Some companies will not allow blacks to be their employees, and some companies will set up separate working and living areas for blacks. In many cases, the company's leaders do not believe in the ability of black employees, and often ignore their questions, or even offer opposing opinions. This article summarizes and analyzes whether the different treatment between blacks and whites can be reflected from various angles. This article will play a certain role in making policy for the country in the future. To reduce the problem of discrimination against black people by stipulating the policies that each company should follow from different aspects of the work. Achieving the same treatment for different races.

Martins, Bradley and Tarasonis used a model that combined employer tastes, frictions and skills to reflect high unemployment and low wages for blacks in the workplace [3]. Pager, Western and Bonikowski conducted a field experiment and found that blacks were still significantly less likely to

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get a job offer than whites with similar or even worse conditions [4]. Roscigno, Williams and Byron used both quantitative and qualitative methods to look at a number of cases and find that there are certain aspects of the workplace where blacks are treated differently than whites [5]. Nunley, Pugh, Romero and Seals conducted an experiment and the result was that blacks tended to be interviewed for jobs at lower rates than whites and at lower rates than the overall average in any city [6]. Previous articles focus on certain aspects of the workplace and use different methods to conduct in-depth research. However, these articles do not combine the different perspectives of pre-employment and post-employment. This article discusses the unfair treatment of blacks from six different perspectives: response rate, unemployment rate, salary, promotion rate, harassment rate and job satisfaction.

2. The Effect of Racial Discrimination on Employment Response Rate

When people are not hired, the response rate of employers to applicants is one of the methods that can directly compare whether a black worker is treated differently in the job search. This method may be affected by other external factors, so it cannot directly show that the response rate can fully reflect the phenomenon of racial discrimination. When people need to look for a job, they can usually find the job information on the company's official website, or check which companies are hiring on the special job search application. At this time, they will send their resume via email, including personal information, learning background, past work experience and their special skills. Employers often respond to some of the emails by comparing the messages they receive to the next step. Blacks generally receive fewer responses than whites in terms of the response rate to incoming emails. In past experiment, black applicants received about 50 percent fewer responses than white applicants when employers focused solely on their names [7]. Nunley, Pugh, Romero and Seals made the experiment more specific and randomly assigned a number of variables to study racial discrimination in different jobs. In this experiment, job seekers submitted resumes to positions in a variety of business fields. The resumes were randomly assigned the name, university, work history and any other information. These randomly assigned characteristics were similar for both blacks and whites to compare how potential employers treated the two types of job applicants differently. Even so, the average interview rates for blacks and whites in different jobs in various cities diverged. Table 1 shows that for whites, the average interview rate was almost always higher than the overall interview rate. For blacks, however, the results were reversed [6]. Comparing the interview rates that blacks get to whites, blacks are always worse than whites.

Table 1: Average Interview Rates [6].

	All	White	Black
Atlanta	0.131	0.148	0.114
Baltimore	0.257	0.254	0.248
Boston	0.130	0.144	0.116
Dallas	0.180	0.199	0.161
Portland	0.160	0.169	0.152

When applicants of different races with the same qualifications apply for a job, the employer will be very strict with the black applicants, which is not the case for white people. For example, when a black person competes for a job, the employer will reject his resume because he has no work experience. However, when a white person goes to submit the same resume, work experience is not a reason for the employer to reject him. The white applicant may be asked to interview later or even hired with zero experience. Moreover, when potential employers are interested in hiring white workers and excluding black applicants, they may lower their hiring requirements to accommodate

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white applicants. In addition, a white person will not be excluded because of a criminal record. However, for black people, even if the person is of good character and has no recorded criminal history, he cannot compete with a white person with a criminal record. Figure 1depicts a positive response rate of 17.2% for whites with criminal records. Blacks, however, received a response rate of only 13% [4].

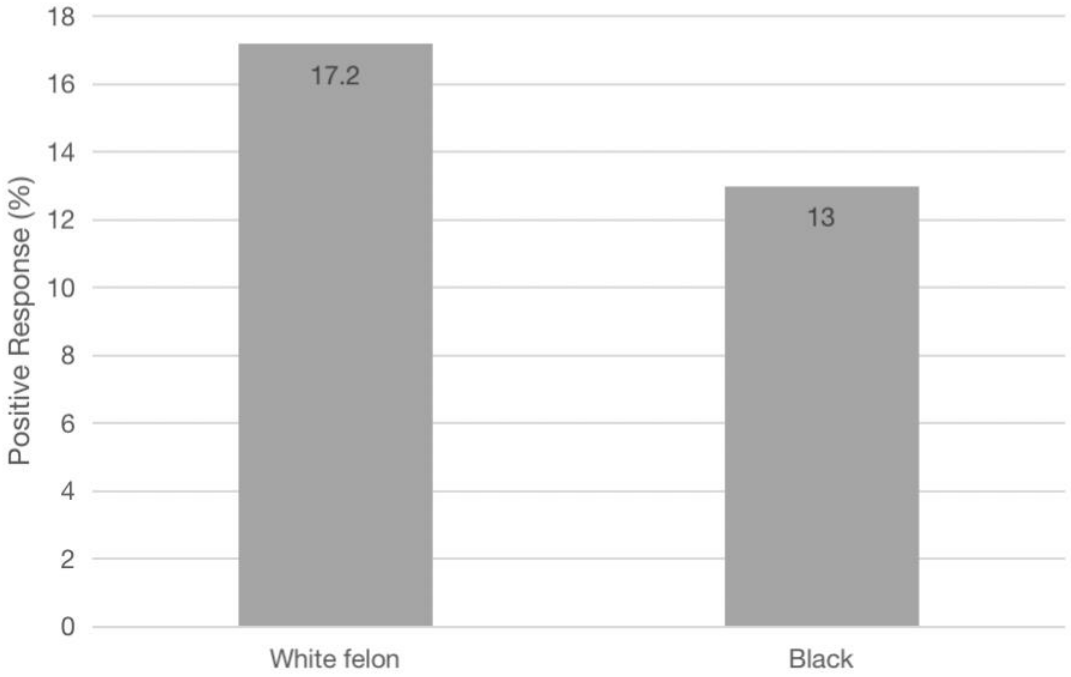


Figure 1: Positive Responses of Different Races [4].

One of the reasons why black mail response rates may be low is that blacks generally have fewer job opportunities and are less likely to be employed because of a variety of possible factors. Therefore, at this time, black people will look for some jobs that do not match them or are not suitable for them. As a result, the employers will reject the applications of these blacks because they don't match their qualifications. This situation also exacerbates the chances of getting a response from an employer between blacks and whites [8]. According to these results, potential employers are more likely to send interview invitations to whites when blacks and whites have the same background conditions except for race. Although other potential factors cannot be ruled out, employers' racial discrimination is evident in the interview rate. When racial discrimination exists, blacks are less likely to get a response or an interview than whites.

3. The Effect of Racial Discrimination on the Unemployment Rate of Workers

Racial discrimination by employers is related to the duration of unemployment between blacks and whites. This is also related to the different response rates employers have for different applicants. When a person does not receive an effective positive response from an employer, he is in a state of unemployment. Because blacks always get lower interview response rates than whites, they have higher unemployment duration than whites. Martins, Bradley and Tarasonis used some different figures to depict that when blacks and whites have the same skill level, the unemployment rate of blacks is higher than that of whites. As skill levels increase, the gap between blacks and whites shrinks, but they are still treated differently based on race. When employers are less racially discriminating, comparing the unemployment rates of blacks and whites, the unemployment rate is almost the same

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for both low-skilled and high-skilled workers, and people are not treated unfairly because of their ethnic background [3].

Racial discrimination can lead to different racial groups being treated differently in the labor market. Maybe a black person has the same educational background, skill level, work history as a white person. However, just because of their race, they will be treated completely differently from white people in the workplace. In the workplace, blacks are punished more harshly than whites. As a result, they end up being laid off and unemployed. For example, a black man and a white man are in the same position, and they both forget to organize and hand over an important document. For a black man, this may be a fatal mistake, because his leader may fire him for this mistake. On the contrary, if a white person makes similar mistakes, his jobs may not be affected by this mistake [5]. As a result, employers have different levels of tolerance for people of different races to make mistakes at work. Black people tend to get the worst punishment. In general, racial discrimination by employers leads to higher unemployment rates for blacks than whites.

4. The Effect of Racial Discrimination on Workers' Wages

Wages are an essential component of the labor market. Salaries vary from company to company and from job to job. Under normal circumstances, the same position in the same company has the same fixed salary. However, it is possible for workers to receive different wages even for the identical position in the same company. The expected wages of workers of different races can reflect how differently the employers treat workers because of their race. Usually, when a black person and a white person are in the same position and doing the same thing, the black person's expected wage is different from the white person's salary expectation. Blacks tend to be paid less than whites [9]. Martins, Bradley and Tarasonis claimed that when employers have certain racial bias, blacks and whites have different expected wage even if they have the same job skills. The expected wage of whites is higher than blacks. Moreover, the gap is roughly equal for low-skilled and high-skilled workers. When there is only a low level of employer bias, while the wage expectations of blacks and whites of the same skill level are not exactly aligned, the gap is almost nonexistent [3].

This situation occurs because blacks do not have the same position as whites in the labour market. No matter what level blacks are, what level their background is, they cannot compete fairly with white people. Blacks still lag behind whites, though discrimination may be easing among high-skilled workers. For blacks, their expected wages will always be lower than for whites because of the influence of racial discrimination.

5. The Effect of Racial Discrimination on the Promotion Rate of Workers

Promotion refers to the fact that a person is recognized by the leader for his excellent performance in his work, which leads to a certain promotion in position and salary. Racial discrimination also has a significant impact on the promotion of employees. Discrimination is not allowed in many places. In some organizations, leaders should not treat employees of different races with colored glasses. Although employers and leaders may not carry out very obvious racial discrimination on the surface of employees because it is prohibited. There are various ways in which they can maliciously target black employees. As a result, black workers have a harder time reaching the top of their field than white workers.

An example from the previous article may clearly explain the effect of racial discrimination on employee promotion rates. A black employee was repeatedly denied promotions because a leader who had not worked with him considered him unqualified and rejected his request. The manager in charge of the promotion took the leader's advice and ignored the recommendation of the black employee's immediate supervisor. White employees would not face this kind of problem when they

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get promoted. Therefore, racial discrimination limits the prospects of blacks in the labor market in their respective positions. Racial discrimination by leaders prevents upward mobility of black employees, which means that racial discrimination makes blacks are more likely to be downward mobile than whites. When both a black and a white person have a gap in their jobs, the leader of the black may directly demote the worker because the hired person is unfamiliar with his job, incompetent or unfit for the job. White employees in the same situation will not be demoted because of their own shortcomings. They are often recognized and promoted by leaders because of their white ethnic background [5]. As a result, racial discrimination causes whites to be promoted at a higher rate than blacks.

6. The Effect of Racial Discrimination on the Rate of Daily Worker Harassment

Racial discrimination increases the daily harassment rate of black people. Incidents of harassment against blacks are part of the story of inequality against them. This harassment encompasses many aspects, not only overt inequities and inappropriate behaviors, but also acts and verbal comments that are hurtful to the employees. Harassment in the workplace can mean disclosure of personal data, increased workload, unfair evaluations and so on. For example, black people's personal data at work must be fully transparent for daily review by their leaders, while white people have their own privacy. Black people are subjected to malicious and negative comments by their leaders. White people, on the other hand, are almost never subjected to these vile verbal attacks. In some cases, blacks are not only required to do the work they are supposed to do, but they may be temporarily assigned additional tasks. These are things that white people do not get in the labor market. Roscigno, Williama and Byron pointed out that Debbie, a social worker, was racially discriminated against at work by her supervisor. Debbie's supervisor will do more checks on the details of her work, including opening her emails and reading the messages. But the supervisor does not do the same for white people [5]. Therefore, racial discrimination makes black people more frequently harassed in their daily work than white people.

7. The Effect of Racial Discrimination on Job Satisfaction

Racial discrimination can make blacks and whites feel different about their job satisfaction. Blacks are less satisfied with their jobs than whites. The results in this regard can be attributed to the points mentioned above. Blacks earn less, are promoted less, and are treated unfairly at work more often which making them nervous at work and afraid of making mistakes to get themselves in trouble. Table 2 is the conclusion drawn from the previous experiment. As can be seen from the table, racial mistreatment is significant for the job satisfaction of people. The mistreatment mentioned here does not mean physical obvious blows, but more verbal psychological prejudice. Therefore, it stands to reason that blacks who experience more unfair treatment than whites in the workplace are less satisfied with their jobs [10].

Table 2: Descriptive Information and Intercorrelations for Included Variables [10].

	Variable	Mean	SD	Alpha
1	Race	1.20	0.40	--
2	Mistreatment	0.14	0.17	0.60
3	Job Satisfaction	2.09	1.01	--
Note: N=314. **p<.01.				

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The effect of racial discrimination on different races is that such prejudice will make blacks have low job satisfaction while whites have high job satisfaction.

8. Discussion

In terms of interview response rates, promotion rates and job satisfaction, blacks tend to get much lower rates than whites. In terms of salary, a black person will be paid less than a white person for the same position. When it comes to daily harassment, however, blacks report the highest rates. All this shows that blacks are often associated with bad things in the workplace, and they often have the lowest status because of their races. In future research, the center could shift from the employee to the employer. Study how black-led companies differ in market communication, trading processes, market positions, etc. In this way, a series of unfair treatment caused by racial issues in the whole workplace can be analyzed more comprehensively from different positions and perspectives.

9. Conclusion

Blacks are treated differently from whites both before and during their employment. This stems from racial discrimination against them by their company leaders. Even though some black employees have higher skills than whites, racial discrimination is still one of the workplace problems they have to face. These racial discrimination is not necessarily explicit, but will be more reflected in the psychological attack on black people. In terms of pre-employment interview rates, blacks and whites with identical backgrounds respond differently. Moreover, when a black person is more advantaged than a white person and has a better social background, potential employers are more likely to welcome a white person into their company by lowering the entry standards. It can be seen that these employers do not choose whether a potential employee is suitable for the company because of his skill level, reputation or social background. Race is an extremely important factor for these employers when considering whether a person can be hired. When comparing the promotion rates of blacks and whites, blacks' level of accomplishment and excellence in the job is not the most important factor determining their job prospects. A black employee's strengths are infinitely reduced and his weaknesses infinitely magnified. It is very difficult for blacks to reach high positions or even small promotions in their positions. The opposite is true for whites.

This article mainly compares the racial discrimination between blacks and whites in the workplace from different perspectives. Analyzing the differential treatment of people of color from all angles. This article is helpful for people to observe and understand the status of black people in the workplace from a variety of perspectives. The current study explores more how employees are treated differently, and does not look at discrimination against black bosses. For future research, the focus can be shifted from discrimination against black employees to discrimination against black employers.

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