Racial Discrimination in Workplaces.

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Due Date.

**Introduction.**

According to Avery et al. (2018), more than 61% of working-class individuals have been involved in workplace equity and discrimination in the United States. Discrimination in workplaces, such as race, nationality, color, gender, and sexual identity, limits equal access to resources and opportunities. Discrimination according to ethnicity and race of origin has been heavily experienced by employees in the present civil rights era. In light of all the effects of racial discrimination, this article will provide an analysis and recommendations for the issue.

**Racial Discrimination.**

According to Lewis et.al, (2020), racial discrimination is the unequal treatment of individuals and groups based on their ethnic origin and skin color. Discrimination can occur when one refuses to socialize or deal with the individuals of a particular group. The government can also be involved in racial discrimination through law enforcement, resource allocation, and policies. Racism can either be personal, interpersonal, institutional, or structural. Private Racism is a person's ideas, prejudices, and beliefs toward specific issues. Interpersonal Racism is experienced when some individuals have certain implicit behaviors, such as bullying and harassment of a race. Hospitals, clinics, schools, and recreational facilities can limit access to resources for certain races and minorities. Structural Racism occurs when specific laws and policies favor a set of people while others are disadvantaged.

According to research, most American citizens spend most of their time in workplaces apart from being at home. Every employee's dream and desire is to climb the ladder of success, but discrimination shuts down their career. The stress accompanied by discrimination can affect an individual, leading to mental problems, depression, lack of self-control, and anxiety disorders. A study shows that employees who have experienced discrimination in their workplaces have higher psychological stress. Racial discrimination has led to high levels of alcohol abuse and smoking as employees try to cope with work conditions and situations. Physical effects such as headaches, cardiovascular diseases, obesity, breast cancer, and high blood pressure have been reported to cause stress significantly. Organizations with high levels of racial discrimination are viewed as unhealthy working places and at risk of investigation according to set laws and policies. (Avery et al., 2018)

**Laws and Policies**.

The U.S Equal Employment Opportunity Commission plays a role in implementing laws and policies against discrimination against an employee or an aspiring employee. Federal laws protect employees in certain work events such as hiring, training, promotions, retirement benefits, and wages paid. (Maddox, K. B., & Perry, J. M.2018).

Some of the rules in place include:

The Equal Pay Act of 1963(EPA)-This law prevents gender-based wage discrimination among men and women with equal workplace responsibilities.

The Pregnancy Discrimination Act-This protects individuals against unequal treatment based on pregnancy or medical conditions related to pregnancy.

Title VII of the Civil Rights Act of 1964 –this federal law helps to protect individuals against unequal treatment based on color, religion, and race. This law allows employees to forward any work discrimination issue to the relevant authorities.

Title I of The Americans with Disabilities Act of 1990(ADA)-This law makes it illegal to deny qualified personnel with a physical disability from working in an organization or as an employee.

The Age Discrimination in Employment Act of 1967 (ADEA) protects employees in organizations against discrimination if they are 40 or older.

**Racial Discrimination Analysis in Workplace.**

Blacks and whites are treated fairly according to the Americans(60%), but it ranges among the ethnic groups. The pew research report shows that 64% of blacks in the workforce are treated less fairly than whites.21% of black adults and 16% of Hispanic men reported being discriminated against in payment, promotion, and the hiring process because of their ethnicity. Concerning climbing the ladder of success,5% of whites,20% of Hispanic, and 40% of blacks admitted it was difficult for them to reach their full potentiality.31% of Americans admitted that their origin has made it easier to achieve numerous successes. In comparison, 62% of whites and 65% of Hispanics said it didn't complete any form of change.

According to Pew Research Center, it is estimated that in 2015, black employees on either a part-time or full-time basis earned 75% as whites and women 83% as men. White men are commonly used in the analysis as they are the largest demographic group working. The hourly pay rate for white men was $21 compared to Hispanic and black men's rates at $15.The hourly rate for all women of the ethnic groups was lower than men's; however, white women received higher pay than Hispanic and black women. Despite the slight difference, women have narrowed the gap due to higher levels of education and increased workforce experience among women.

**Case studies of Racial Discrimination in the Workplace.**

A direct discrimination case was experienced by Saria with an Asian origin. She had applied to work as a receptionist in a white-based company. Having successfully passed the interview process, the employer told her she would not fit in. As a result, a white individual with the same skills and experiences as Saria was given the job. The employer was from a different ethnic group, so he treated Saria based on her originality.

Indirect discrimination is experienced when an employer lists a job requirement that favors employees from a particular ethnic group. What happened to Enrique when applying for an account manager job at an agency? The job advert had specified a native English speaker, but Enrique was bilingual, yet he met all the other requirements.

Shafiq works as an administrator in the local authorities, but he is a Muslim. The manager keeps commenting on his looks and questioning him about their customs. The Workplace results in an unhealthy work environment because of racial harassment.

Two colleagues abused Jane because she belonged to the Maori ethnicity. When she presented her case to the tribunal, most employees became distant from her, and her manager gave her probation. That is a real-life example of victimization in the Workplace, which is classified as direct racial discrimination.

Michael had recently passed the interview for the sales job vacancy. The following day he meets the employer, who tells him he won't get the job because of his African wife. It classifies as racial discrimination based on association.

**Roots of Racial Discrimination in Workplaces.**

Greed and self-interest are one of significant causes of Racism and discrimination. It originated from the white Europeans who would enslave Africans for sugar, tobacco, and cotton. The people who supported slavery claimed it was God's plan, making slavery appear normal for generations. It has been experienced in workplaces where some individuals still have the slavery perception in their minds, causing unusual treatment of certain people.

According to Tropp, L. R & Barlow, F. K. (2018), history is believed to be a powerful source of knowledge due to the intelligent minds of the people involved. Some historians wrote that the skull of white people was generally more significant than the black person's skull. This scientific Racism has grown over time, with many people believing in the ideologies. It has caused whites in the Workplace to view black as incapable individuals.

Some of the government laws and policies have also resulted in racial discrimination. The policies send messages to individuals about a particular group of people according to their ethnicity. It has portrayed a picture to society that people do deserve some of the privileges and opportunities.

Media can also be used to portray a strong message about a specific group of people that may result in Racism. It is believed to shape the culture of societies, so how it represents individuals of different races significantly impacts their perception. Black people have frequently been associated with poverty which may cause employees to fail to hire one or be looked down upon by fellow employees.

According to Maddox, K. B., & Perry, J. M. (2018), a lot of people have suppressed racist ideas as a form of keeping peace with the affected community. It contributes to the real cause of Racism being buried yet maintaining a good picture in the name of justice. That doesn't solve anything, even in the Workplace, until the root cause is unearthed and addressed.

Racism can also originate from individuals with or without their conscience when they admit to not getting a job because of their race or fail to recognize any racist behaviors in them. Some people also judge others according to how they dress, talk, and carry themselves. Some individuals have also refused to let go of the old views of some races and embrace the diverse communities and their cultures. Some people don't agree with Racism, but they fail to speak against it when confronted. To curb Racism, it has to begin with personal initiation to impact the community around it significantly.

**How to eliminate Racism in workplaces.**

According to Agan, A., & Starr, S. (2018),unless individuals and organizations are ready to talk about the effect of stereotypes and how they impact decisions, there will be no progress in curbing Racism.

Honestly, some employees are unaware when they are biased toward their fellow employees. Organizations may offer training sessions to their employees to create awareness of unconscious behaviors, thoughts, and actions toward people. The racial-focused program will help foster empathy among the employees and boost their social connectivity. The pieces of training help employers understand and appreciate the origin of each employee. It has been proven to increase work productivity and performance due to a racial-free environment.

Leaders, professionals, and advocates are advised to collaborate in creating a safe environment where one can speak freely without judgments' research shows that racism issues and concerns raised openly have a tremendous and lasting impact. Through this, the leaders can access areas of possible bias and address the issue to curb any effects of discrimination. On the other hand, employees should know their rights, making it easier to identify racial differences in the organization.

**Conclusion.**

The analysis has depicted there is a significant underlying and unaddressed issue in the Workplace. The case studies, types of biases, root causes, and statistics clearly show that initials and organizations have a role in curbing racial discrimination in the Workplace. (Maddox, K. B., & Perry, J. M. 2018).

I recommend organizations use a resource person who will help in managing difficult talks and people. Ask the employees to participate voluntarily and express their concerns about racial discrimination in the Workplace. The leaders can make the discussion interactive and set ground rules. The organization should then offer realistic and actionable steps to overcome bias.

Organizations should promote equity, inclusion, and diversity as their core values. There should be policies that condemn any acts of racial inequality. Regular assessment of the workplaces will help in eradicating any form of discrimination. The organization should create a learning culture in the organization to foster improvement. In conclusion, taking collective actions and adequately implementing the strategies will help create diverse and inclusive working environments.

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