

Irene Browne  
Soc585/WS585  
Race, Gender and Discrimination  
Fall 2007

## SYLLABUS

### **Course Description:**

This seminar investigates the topic of "discrimination" and systematic inequality by gender and race, focusing primarily on the U.S. About half the semester will cover issues of labor market discrimination, using the Civil Rights Act of 1964 as our starting-point. We will also discuss discrimination in relation to housing, educational institutions and the health care system. We will highlight debates around topics of discrimination, including definitions of "discrimination," problems with researching and "measuring" discrimination, competing theories about the existence and "causes" of discrimination, the conditions under which discrimination is likely to occur, responses to discrimination and the effects of discrimination on individuals and communities. We draw from multiple sociological approaches, including stratification and feminist theories of power and inequality, social psychological theories of stereotyping and prejudice, and organizational theories of institutional practices and cultures.

### **Readings:**

Bonilla-Silva, Eduardo. 2006. *Racism without Racists: Color-Blind Racism and the Persistence of Racial Inequality in the United States*, 2<sup>nd</sup> edition. Rowman & Littlefield.

Articles on electronic reserve through EUCLID.

### **Grading:**

Presentation: 20%  
Presentation Memo: 15%  
Short Memos: 15%  
Final Paper: 50%

### **Course Requirements:**

(Adopted from Tim Dowd's syllabus for Soc560).

This course is organized as a seminar. Regular attendance and participation of each student is key to developing a rich learning environment for everyone. You are expected to attend class every week, come prepared to discuss the readings, and constructively participate in class discussion. Also, you should check your email each day for messages from me.

### **A) Attendance**

To maintain continuity and build upon class discussion, attendance every week is important. Please inform me ahead of time if you will be missing class. Unexcused absences or chronic tardiness detracts from the learning environment of the class and will lower your grade.

### **B) Class Participation and Discussion**

You are expected to actively and constructively participate in class discussions. This requires that you arrive prepared to discuss the assigned readings. Of course, class discussion should be both informed and respectful; moreover, it should be a forum wherein all can raise questions, explore ideas, and express misgivings.

### **C) Weekly Memos**

You will prepare a 3-page memo for each week's readings (typed and double-spaced). You should approach these memos as an opportunity to explore ideas rather than as finished products. At a minimum, the memos should demonstrate that you read the material and present some critical engagement with what you read. Use them to digest each week's readings and to respond with questions, criticisms, and new ideas. Please bring your memo to class and submit it at the end of the class period. Late memos will not be accepted. *Memos on the day you facilitate the seminar should be 5-7 pages.*

### **D) Seminar Facilitator**

Each student will be responsible for leading discussion during one of the weeks of class. You should distribute discussion questions to the class via email by **noon** on the Monday before your assigned day to facilitate.

### **E) Final Paper**

You are required to write a final paper for the class. The paper can assume one of three formats. Students must inform me by

- 1) An empirical research paper. Your paper should include data, with the goal of revising it for publication. You can revise a paper that you have already written for this requirement, as long as the revisions are substantial. You will need permission from the instructor if you want to revise an existing paper.
- 2) A research proposal. If you do not have data to analyze, you might want to write a research proposal. The proposal should describe a study that you could feasibly conduct and submit for funding.
- 3) A final "exam." The exam will require that you answer 2-3 "prelim-like" questions.

## COURSE SCHEDULE

### INTRODUCTION TO THE COURSE

#### Sept. 4 What is “race?” What is “gender?” How do they “intersect?”

- Wright, Lawrence. 1997. “One Drop of Blood.” *The New Yorker*.
- Kromidas, Maria. 2004. “Learning War/Learning Race: Fourth-grade Students in the Aftermath of September 11th in New York City.” *Critique of Anthropology* 24:15-33.
- Browne, Irene and Joya Misra. 2003. Pp. 487-494 in “The Intersection of Gender and Race in the Labor Market.” *Annual Review of Sociology* 29.
- Frank, Katherine. “Stripping, Starving, and the Politics of Ambiguous Pleasure,” Pp. 171-206 in *Jane Sexes It Up: True Confessions of Feminist Desire*.

#### I. What is “discrimination?”

#### Sept. 11 Bonilla-Silva, Eduardo. *Racism Without Racists*.

- **Note: Bonilla-Silva will be speaking on Friday, Sept. 14 at noon in the Sociology Seminar Room. Please attend.**

#### Sept. 18

- Blank, Rebecca, Marilyn Dabady, and Constance F. Citro, eds. 2004. *Measuring Racial Discrimination*. Washington, DC: The National Academies Press. Chapters 3-4.
- Ayres, Ian. 2001. “‘Untitled’ Discrimination.” Chapter 1 in *Pervasive Prejudice? Unconventional Evidence of Race and Gender Discrimination*.
- Parker, R. 2003. “AIDS and HIV-Related Stigma and Discrimination: A Conceptual Framework and Implications for Action.” *Social Science and Medicine* 57(1):13-24.
- Welner, Kevin G. and Jeannie Oakes. 1996. “(Li)ability Grouping: The New Susceptibility of School Tracking Systems to Legal Challenges.” *Harvard Educational Review* 66(3):451-470.

#### RECOMMENDED

- Ryan, James. 2003. “Race Discrimination in Education: A Legal Perspective.” *Teachers College Record* 105(6):1087-1118.

#### Sept. 25

#### “Secondary marginalization,” Intragroup and Intergroup Discrimination

- Cohen, Cathy. 1999. Chapter 2, “Marginalization: Power, Identity and Membership” and Chapter 3, “Enter AIDS: Context and Confrontation.” In *The Boundaries of Blackness: AIDS and the Breakdown of Black Politics*. Univ. of Chicago Press.

(readings continued on next page)

- Waters, Mary. 1999. Chapter Three, "Racial and Ethnic Identity Choices" and Chapter 9, "Immigrants and American Race Relations." In *Black Identities: West Indian Immigrant Dreams and American Realities*. NY: Russell Sage Foundation.
- Vaca, Nicolaás. 2003. Chapter 1, "Introduction" and Chapter 2, "Somewhere Over the Coalition Rainbow." In *The Presumed Alliance: The Unspoken Conflict Between Latinos and Blacks and What It Means for America*.

## II. How can we determine the occurrence and prevalence of discrimination? That is, how can we "measure" discrimination?

### Oct. 2

- Pager, Devah and Lincoln Quillian. 2005. "Walking the Talk: What Employers Say Versus What They Do." *American Sociological Review* 70(3): 355-380.
- Kirschenman and Neckerman. 1991. "We'd Love to Hire Them, But... The Meaning of Race for Employers." Pp. 203-234 in *The Urban Underclass*, edited by Christopher Jencks and Paul Peterson.
- Suh, Susan. "Women's Perceptions of Workplace Discrimination: Impacts of Racial Group, Gender, and Class." In *Prismatic Metropolis*, edited by Larry Bobo, Melvin Oliver and James Johnson.
- Cobas, José, and Joe Feagin. 2006. "The Color of Social Space: Latinos in White Spaces." Unpublished manuscript.
- Roth, Louise. 2003. "Selling Women Short: A Research Note on Gender Differences in Compensation on Wall Street." *Social Forces* 82(2):783.

### Oct. 9 \*\*\* FALL BREAK \*\*\*\*

## III. Why does "discrimination" occur? Theories of Discrimination

### Oct. 16

#### Economic self-interest and discrimination:

- Cohn, Samuel. 2000. "Discrimination and Market Competition." Chapter 2 in *Race, Gender and Discrimination at Work*. Boulder: Westview Press.
- Heckman, James. 1999. "Detecting Discrimination." *The Journal of Economic Perspectives* 12:2 (101-116).
- Arrow, Kenneth. 1998. "What Does Economics Have to Say About Racial Discrimination?"
- Sidanius, Jim and Rosemary Veniegas. 2000. "Gender and Race Discrimination: The Interactive Nature of Disadvantage." PP. 47-69 in *Reducing Prejudice and Discrimination: The Claremont Symposium on Applied Social Psychology*. Mahwah, NJ: Lawrence Erlbaum Associates.
- O'Neill, June. 2003. "Catching Up: The Gender Wage Gap Circa 2000." *AEA Papers and Proceedings* (May): 309-314.

## **Oct. 23**

### Social-Psychological Theories

- Bobo, Lawrence. 1999. "Prejudice as Group Position: Microfoundations of a Sociological Approach to Racism and Race Relations." *Journal of Social Issues* 55(3).
- Allport, Gordon. 1979. "The Young Child." Pp. 88-99 in *Taking Sides*.
- Browne, Irene and Ivy Kennelly. 1999. "Stereotypes and Realities: Employer Perceptions of African American Women." In *Latinas and African American Women at Work: Race, Gender and Economic Inequality*. NY: Russell Sage Foundation.
- Fiske, Susan. 1998. "Stereotyping, Prejudice and Discrimination." In D.T. Gilbert, S.T. Fiske, and G. Lindzey (eds.). *The Handbook of Social Psychology* (4<sup>th</sup> edition). NY: McGraw-Hill.
- Ridgeway, Cecilia and Shelley Correll. 2004. "Unpacking the Gender System: A Theoretical Perspective on Gender Beliefs and Social Relations." *Gender & Society* 18(4):510-531.

## **Oct. 30**

### Organizational Theories

- Kanter, Rosabeth Moss. 1977. Chapter 7, "Power," and Chapter 8, "Numbers: Minorities and Majorities." In *Men and Women of the Corporation*. NY: Basic Books.
- Britton, Dana. 2000. "The Epistemology of the Gendered Organization." *Gender & Society* 14 (3):418-434.
- Anderson, Elijah. 1999. "The Social Situation of the Black Executive: Black and White Identities in the Corporate World." Pp. 3-29 in *The Cultural Territories of Race*, edited by Michele Lamont.
- Turner, Caroline Sotello Viernes. 2002. "Women of Color in the Academy: Living with Multiple Marginality." *Journal of Higher Education* 73(1): 74-93.

## **Nov. 6**

### Cultural Theories

- Bourdieu, Pierre. 1977. "Cultural Reproduction and Social Reproduction." P. 497-511 in *Power and Ideology in Education*, edited by Jerome Karabel and A. H. Halsey. NY: Oxford.
- Lamont, Michelle and Annette Lareau. 1988. "Cultural Capital: Allusions, Gaps and Glissandos in Recent Theoretical Developments." *Sociological Theory* 6(Fall):153-168.
- Pescosolido, Bernice A; Grauerholz, Elizabeth; Milkie, Melissa A. 1997. "Culture and Conflict: The Portrayal of Blacks in U.S. Children's Picture Books through the Mid- and Late-Twentieth Century." *American Sociological Review* 62( 3): 443-464.
- McCoy, Mary Patillo. 1999. "Nike's Reign." Chapter 7 in *Black Picket Fences*. Chicago: University of Chicago Press.

**Nov. 13**Discrimination in Education

- Lareau, Annette. 2002. "Invisible Inequality: Social Class and Child-rearing in Black and White Families." *American Sociological Review* 67(5):747-776.
- Lareau, Annette. 1987. "Social Class Differences in Family-School Relationships: The Importance of Cultural Capital." *Sociology of Education*, 60 (April):73-85.
- Grant, Linda. 1984. "Black Females' 'Place' in Desegregated Classrooms." *Sociology of Education*.
- Vaca, Nicolás. 2003. "Who's the Leader of the Civil Rights Band? Latinos' Role in *Brown v. Board of Education*." Chapter 3 in *Presumed Alliances*.
- Ream, Robert. 2003. "Counterfeit Social Capital and Mexican-American Underachievement." *Education Evaluation and Policy Analysis* 25(3).

**Nov. 20**Housing Discrimination

- Charles, Camille Zubrinsky. *Won't You Be My Neighbor?* Chapters 1-2.
- Emerson, Michael, Karen Chai and George Yancey. 2001. "Does Race Matter in Explaining Residential Segregation? Exploring the Preferences of White Americans." *American Sociological Review* 66(6):922-35.
- Lacy, Karyn. 2004. "Black Spaces, Black Places: Strategic Assimilation and Identity Construction in Middle Class Suburbs." *Ethnic and Racial Studies* 27:908-930.
- Lempert, Richard, and Karl Monsma. 1994. "Cultural Differences and Discrimination: Samoans Before a Public Housing Eviction Board" *American Sociological Review* 59:890-910.

**IV. What are the effects of "discrimination?"****Nov. 27**

- Karlsen, Saffron and Nazroo, James. 2002. "Relations Between Racial Discrimination, Social Class, and Health among Ethnic Minority Groups." *American Journal of Public Health* 92(4):624-31.
- Díaz, Rafael et al. 2001. "The Impact of Homophobia, Poverty and Racism on the Mental Health of Gay and Bisexual Latino Men: Findings from 3 U.S. Cities." *American Journal of Public Health* 91(6):927-932.

(readings continued on next page)

- Hunter, Michele. 2005. Chapter 4, "Black and Brown Bodies Under the Knife" and Chapter 6, "The Browner the Berry," in *Race, Gender and the Politics of Skin Tone*. Routledge.
- Lewis, Amanda. 2000. "The Impact of 'Color-Blind' Ideologies on Students of Color." *Journal of Negro Education* 69(1/2): 74-91.

## V. What are responses to "discrimination?"

### Dec. 4

- Reskin, Barbara. 1998. *The Realities of Affirmative Action in Employment*. American Sociological Association.
- Tosmaskovic-Devey, Donald and Kevin Stainback. 2007. "Discrimination and Desegregation: Equal Opportunity Progress in U.S. Private Sector Workplaces since the Civil Rights Act." *Annals of the AAPSS* 609:49-86.
- Nagel, Joane and Matthew Snip. 1993. "Ethnic Reorganization: American Indian Social, Economic, Political and Cultural Strategies for Survival." *Ethnic and Racial Studies* 16: 203-235.
- Kirkland, Anna. Forthcoming. "Think of the Hippopotamus: Rights Consciousness in the Fat Acceptance Movement." *Law and Society Review*.
- Mohanty, Chandra. 1990. "On Race and Voice: Challenges for Liberal Education in the 1990s." *Cultural Critique* (Winter): 179-208.

### Dec. 11          Wrap-up

### Dec. 18 \*\*\* Paper due \*\*\*

## **ADDITIONAL READINGS (RECOMMENDED):**

### General Overview

Bobo, Lawrence. 2001. "Racial Attitudes and Relations at the Close of the Twentieth Century." Pp. 264-301 in *America Becoming: Racial Trends and Their Consequences, Volume I*, edited by Smelser, Wilson and Mitchell. National Academy of Sciences.

Reskin, Barbara. 2003. "Including Mechanisms in Our Models of Ascriptive Inequality." *American Sociological Review* 68:1-21.

### Social Psychological Theories

Bobo, Lawrence and Vincent Hutchings. 1996. "Perceptions of Racial Group Competition: Extending Blumer's Theory of Group Position to a Multiracial Social Context." *American Sociological Review* 62:951-72.

Bobo and Fox. 2003. "Race, Racism and Discrimination: Bridging Problems, Methods, and Theory in Social Psychological Research." *Social Psych Quarterly* 66 (4): 319-332.

Bobo, Lawrence. 1999. "Prejudice as Group Position: Microfoundations of a Sociological Approach to Racism and Race Relations." *Journal of Social Issues* 55(3):

Blumer, Harold. 1958. "Race Prejudice as a Sense of Group Position." *Pacific Sociological Review* 70:1142-63.

### Organizational Theories

Organizational demography

Roth, Louise. 2006. *Selling Women Short: Gender and Money on Wall Street*. Princeton University Press.

Reskin, Barbara. 2000. "Getting It Right: Sex and Race Inequality in Work Organizations." *Annual Review of Sociology* 26:707-709.

Reskin, Barbara and Irene Padavic. 2002. *Women and Men at Work, 2<sup>nd</sup> edition*. Sage.

Watkins, Steven. 1997. *The Black O*. UGA Press.

List, John A. 2004. "The Nature and Extent of Discrimination in the Marketplace: Evidence From the Field" *Quarterly Journal of Economics*, February 2004, Vol. 119, No. 1, Pages 49-89