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Under What Conditions Do Individuals Report Discrimination in the Workforce?

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Under What Conditions Do Individuals Report Discrimination in the Workforce?

Abstract

This study consists of evaluating the report of discrimination in the workplace regarding gender, race, and sexual orientation. It also explores the perceived discrimination and believed discrimination against African Americans regarding race and gender because they can influence or provide more information for the reports of discrimination in the workforce. Additionally, it evaluates if it is better for a man to work and a woman to stay home to see what groups are most and least likely to have these perceptions. The purpose is to investigate all of these regression equations and consider intersectionality. Intersectionality is one of the main components of this study in examining if Black females seems to have more obstacles and struggles in society compared to White males, Whites females, and Black males. Through my findings, it was supported with perceived discrimination, but Black males reported to most likely to perceive discrimination in the workplace with there being no relation of sexual orientation.

Keywords

Workforce Discrimination, Gender, Race, Sexual Orientation, Intersectionality

Disciplines

Gender and Sexuality | Human Resources Management | Political Science | Race and Ethnicity

Comments

Written for POL 215: Methods of Political Science

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Introduction

In 1965, the United States Equal Employment Opportunity Commission opened its doors to the public to prohibit discrimination in the workforce by it becoming law. The groups the commission was aiming to target are race, religion, gender, sexual orientation, national origin, age, religion, disability, or pregnancy, and more. The commission desires to help these minorities when they are enduring hardships due to who they are as a person and their uncontrollable characteristics. Discrimination in the workforce has been deemed illegal for numerous years, however, it is something people are challenged with every day when they walk into work.

What does it mean to discriminate? Everyone is not born similarly, and everyone is different in one type of manner compared to each other. Some people have the privilege to be

born with a certain feature or trait that made them fit into the majority of the population. However, others did not have this luxury of being born conforming to this “conventional” society. For these unlucky people, it was straightforward for others to visualize their unique distinctions from others who held more power because they were given this role and considered the standard. Therefore, the minority people were treated differently or less favorably, which led to unfairness and biased actions. These traditional views of how a white heterosexual male should be in power have conducted discrimination to occur to people who do not fit these descriptions (Galupo and Resnick 2019; Fiske 2011; Cuddy, Fiske, Glick 2011). To be discriminated against is when a person is encountering unfairness and inequality through actions or words by other human beings.

How does a person handle a case when he or she is discriminated against in the workplace in the United States of America? The person has to file a charge against the employer before any other actions can be acted upon next. The Equal Employment Opportunity Commission will ask the person to submit an online inquiry and interview before the charge has been filed (Tomaskovic-devey 2018). If it goes through, the commission will send a notification to the employer that a charge has been filed against them. From there the commission will investigate and deem if discrimination occurred or if a trial will be necessary. However, it is difficult to prove discrimination in the workforce due to the lack of evidence and fear of people believing there could be retaliation. A person also has the option to file a charge with a FEPA in their state that protects employees.

Discrimination can be reported in a variety of ways, and it is reported throughout the United States every year. There are groups of people that feel as if they receive fewer opportunities because they are not white male heterosexual men. In addition, there can be issues

with the hiring process, rightful termination, training, wages, and benefits (Bose, Quinones, Moreno, Raub, Huh, and Heymann 2020; Spreen 2013; Income Inequality 2021; Bruce, Battista, Plankey, Johnson, and Marshall 2015). There are numerous experiences where marginalized people believe they are being discriminated against in the workforce on these accounts for being minorities according to society. Some of these standardized minorities are women, people of color, and homosexuals that constantly experience bias toward them because they are not the majority and have never historically been in power (Fryer, Devah, Jörg 2013; Hull 2005; Quillian, Hexel, Pager, Midtboen 2017; Tilsik 201). Therefore, white heterosexual men typically are the people privileged in society because they fit the norm society has created over the years.

This paper will be focusing on the research between minority groups, specifically women, people of color, and homosexuals and discrimination in the workforce. Through the research and data, I will explore how people feel about discrimination in the workplace. In addition, people's views on specific topics can cause discrimination such as availability of opportunities, pregnant women, if a woman should stay at home rather than work, and more. There are numerous variables that can lead to answering the question of why discrimination seems to happen on a regular basis in this environment. Therefore, my research will be identifying possible reasons why discrimination in the workforce occurs with women, African Americans, and homosexuals.

Through my research, I will be comparing these minority groups to white heterosexual male individuals to have a better understanding of perceptions about discrimination in the workforce. The research will be trying to emphasize the different viewpoints these groups have from each other and how discrimination is occurring in all these minorities' lives. Through

people's different viewpoints and perspectives on a variety of variables, I will examine how they all view discrimination and topics that can link to discrimination in the workplace. With understanding what group of individuals report discrimination in the workforce, it is essential for me to then explore these clear distinctions from women, homosexuals, and people of color to white heterosexual men. Therefore, it is imperative to research how discrimination in the workplace connects with other variables that can cause or support it while comprehending how each group views everything similarly or differently.

Discrimination in the Workplace

Why does discrimination occur? There are predominantly white heterosexual men in the United States that marginalize people differently from them because they believe they should continue to hold power over others, therefore, they treat others unfairly. Patterns have been displayed from Bruce, Battista, Plankey, Johnson, and Marshall (2015) and Nelson, Sendroui, Dinovitzer, and Dawe (2019) that both public workplace interactions and indirect bias appear to reinforce the hierarchies of race, gender, and sexual orientation supported by leaders of the legal profession as there are minimal consequences. Furthermore, Nelson, Sendroui, Dinovitzer, and Dawe (2019), McLaughlin, Uggen, and Blackstone (2012), Naylor (2018), and Income Inequality (2021) display intersectionality can cause more struggles for the average person in the workplace because they are dealing with numerous elements that do not align with being the traditional leadership role of a white heterosexual man. Intersectionality leads to possibilities and higher chances of people encountering discrimination and bias in the workplace because they are being marginalized in a variety of ways (Nelson, Sendroui, Dinovitzer, and Dawe 2019; Naylor 2018; Income Inequality 2021; Poole 2017; Barrantes and Eaton 2018). These intersections can cause people to have lower wages and fewer benefits compared to the average minority as

Whitaker (2019); Bertrand and Mullainathan (2004); Jones (2009); and Akee, Jones, Porter (2019). However, there was a different body of research that stated how intersectionality regarding homosexual African American men helps them during salary recommendations because they are perceived as less threatening compared to heterosexual African American men (Barrantes and Eaton 2018; Pedulla 2014). These two bodies of research prompted my research for understanding how intersectionality can hurt or help minorities in the workplace regarding pay, hiring, termination, promotion/demotion, and training.

The critiques that stemmed from Barrantes and Eaton (2018) and Pedulla (2014) are that they never discussed how being a part of the queer community could impact possible promotions in the future. They both discussed how others feel indifferent about homosexuals being in leadership positions, yet neglected to examine being gay can impact potential mobility if a person looks like they are in the community through their clothes and mannerisms.

Through a variety of research bodies, it became evident how stereotypes perpetuate discrimination in the workplace because it “validates” the reasons why society marginalized others. Stereotypes create an illusion of the system being fair as it provides viable explanations that justify current social arrangements as natural or inevitable (Cundiff and Vescio 2016; Nelson, Sendroui, Dinovitzer, and Dawe 2019; Barrantes and Eaton 2018). In addition, there are these perceptions that women are less committed in their occupations because of their families, therefore, they should not retain higher leadership positions (Nelson, Sendroui, Dinovitzer, and Dawe 2019; Bruce, Battista, Plankey, Johnson, and Marshall 2015; Cundiff and Vescio 2016; Jones 2017). There are also racial stereotypes of African Americans and Latinos being less capable and qualified for higher positions (Nelson, Sendroui, Dinovitzer, and Dawe 2019 and Snyder and Schwartz 2019). Nelson, Sendroi, Dinovitzer, and Dawe (2019) only collected data

from a cohort of lawyers and Cundiff and Vescio (2016) had a small turnout rate for their responses, therefore, it would be intriguing to see if results differ when they are randomized and wide-ranging.

Three important independent variables that correlate to discrimination in the workforce. They are gender, race, and sexual orientation because each of these could contribute to reasons why a person is being marginalized in their occupational environment. These can cause intersectionality to occur, however, they can be separate as well with similar outcomes.

Gender is an extremely prevalent issue when reflecting on discrimination in the workplace. The first pattern that is evident between bodies of research is how women are discriminated against in higher demanding jobs with high positions as they are less likely to receive them, which affects income and being in the top ten percent for income when women are one half of the United States' workforce (Bose, Quinones, Moreno, Raub, Huh, and Heymann 2020; Income Inequality 2021; McLaughlin, Uggen, and Blackstone 2012; Nelson, Sendroui, Dinovitzer, and Dawe 2019; Cundiff and Vescio 2016). When women are not receiving the same opportunities to have positions as white heterosexual men there is an issue because if it is a recurring theme it is apparent, then these corporations and people in charge are being selective. However, they are being selective based on gender because they believe women cannot do the same quality of work as a man, which is discrimination. A reason why women are undermined in leadership or STEM positions is because of stereotypes. Poole (2017) and Cundiff and Vescio (2016) both have patterns about how there are traditional beliefs that continue to be relevant about how women should be caregivers and have certain careers in specific fields because they are unsuited for differing types. These stereotypes provoke issues such as recruitment, hiring, promotion/demotion, termination, training, and pay for women because it gives corporations a

justification for their actions (Bose, Quinones, Moreno, Raub, Huh, and Heymann 2020; Income Inequality 2021; Nelson, Sendroui, Dinovitzer, and Dawe 2019; Bruce, Battista, Plankey, Johnson, and Marshall 2015). There are patterns of barriers to a promotion that can impact the salary a woman receives compared to a man and the gender income gap (Nelson, Sendroui, Dinovitzer, and Dawe 2019; Bose, Quinones, Moreno, Raub, Huh, and Heymann 2020).

Pregnancy is another reason why women are discriminated against in the workplace regarding recruitment, hiring, promotion/demotion, termination, training, and pay because businesses do not want to be liable or lose money when they are on leave of absence (Bose, Quinones, Moreno, Raub, Huh, and Heymann 2020; Jones 2017). Almost ninety percent of women will become pregnant while employed, so they will be enduring the hardships of stigmas and discrimination in the workplace because of their motherhood responsibilities (Jones 2017; Fried 2000; Johnson 2008; Hebl, King, Glick, Singletary, and Kazama 2007). By not being supportive during the pregnancy process of women, it can cause women to hide their pregnancy because of fear, which could negatively impact the psychological distress of a woman and the company (Jones, King, Gilrane, McCausland, Cortina, and Grimm 2013; Jones 2017). Therefore, there are bodies of research that display how discrimination regarding pregnancy is continuous in the workplace because the majority of women are pregnant at least once and have to navigate ways to endure marginalization during their trimesters.

My critiques within the studies of pregnancy and the workplace are that there are not enough studies about it because there are numerous questions to be asked. The research bodies failed to display how people of color deal with pregnancy compared to their white counterparts. There can be a significant difference because of people's stigmas about motherhood for African American mothers. In addition, there needs to be research on job satisfaction, the health of

pregnant women, and how many report their cases of discrimination because it can lead to inaccurate numbers of how many people are truly discriminated against on this account.

Women are often sexually harassed in the workplace, which is another form of discrimination. These harassments are most often in male-dominated work settings because the men believe they are superior to women because they are the majority and have the power (Nelson, Sendroui, Dinovitzer, and Dawe 2019; McLaughlin, Uggen, and Blackstone 2012). Women are told they need to tolerate harassment if they want to keep their occupation or be in good standards with their coworkers (McLaughlin, Uggen, and Blackstone 2012; Nelson, Sendroui, Dinovitzer, and Dawe 2019). Harassment is a major form of discrimination that is prevalent and has numerous cases because women are at the highest levels of perceived discrimination. My critiques for harassment are how the studies did not explore to see if there is a connection between men believing if women should stay home or work and women being harassed at work.

Another significant variable for discrimination in the workplace is race. African Americans are constantly being marginalized by others and its impacts affect their rate of unemployment. African Americans have a higher rate of unemployment compared to white individuals because they do not receive as many callbacks in interviews due to stereotypes when others view their resume and see their names (Income Inequality 2021; Whitaker 2019; Bertrand and Mullainathan 2004; Spleen 2013; Nunley, Pugh, Romero, Seals 2015; Charles and Guryan 2011). In addition, there were patterns between bodies of research of higher levels of employment discrimination in hiring, promotion, and accessibility to the same opportunities as everyone else in the company (Whitaker 2019; Spleen 2013; Nunley, Pugh, Romero, Seals 2015; Income Inequality 2021). Furthermore, there have also been patterns on common symptoms of

discrimination such as anxiety, depression, paranoia, and worthlessness in response to discrimination in the workplace (Galupo and Resnick 2019; Whitaker 2019). All these bodies of research displayed how the pay gap and opportunities are unfair when compared between the two races, but my critiques are about how they rarely displayed education and income levels. Then comparing and relating it to how the lack of opportunities affects everything and is a major reason for discrimination to continue. In addition, they never displayed the overall happiness of African Americans who were discriminated against or dealt with rejection in their occupations because it could lead to unemployment since it can be too difficult on one's mental health.

Sexual orientation is another common form of discrimination in the workplace in the United States. There are stereotypes and biases for people who are homosexuals that can cause issues with leadership because of the lack of promotions with there being more traditional leaders (Barrantes and Eaton 2018; Galupo and Resnick 2019). Furthermore, there were patterns of how being gay has different consequences for African Americans and white males (Pedulla 2014; Barrantes and Eaton 2018). There have also been patterns about how gay men are stereotyped to be more fitted for feminine occupations. These stigmas all relate to how discrimination is still occurring because homosexuals can be treated unfairly by others. My critiques of some of these bodies of research are they never discussed how promotion and opportunities affect homosexuals in the workplace. Furthermore, it lacked to describe the job satisfaction homosexuals had in their companies.

Causal Explanations and Hypotheses

Discrimination in the workplace regarding gender, race, and sexual orientation is occurring today. In addition, it seems as if intersectionality makes discrimination for individuals worse because they have numerous challenges to endure and have more possibilities of being

discriminated against. A major cause is believed to come from the lack of opportunities that people are presented with in the workplace because of stereotypes they are given for their characteristics. These stigmas can lead to discrimination and negative impacts on recruitment, hiring, promotion/demotion, termination, training, and pay. Overall, these traditional views are persisting and causing hardships for these minorities to move up on the social hierarchy and have similar opportunities, so they are no longer marginalized because they would be in high leadership positions too. The only way for discrimination to change is for reconstruction in the system, and for there to be stricter laws to protect everyone in the workplace without fearing retaliation such as termination and more.

In my research, I desire to examine and explore more about gender, race, and sexual orientation discrimination in the workplace. I will use these three independent variables to explore the lack of opportunities that minorities receive compared to white individuals. In addition, it is important to verify how the minorities in these variables are African Americans, women, and homosexuals. I will explore which types of groups are more likely to believe that women should stay at home while men work. In addition, the differing opinions the groups have about if they believe they were discriminated against in the workforce in the past five years and if they believe a man should work while a woman tend to the home. I desire to examine the income and educational differences along with which group is more likely to be full-time, so I can relate it to how it all leads to discrimination in the workplace. My research will contain a more diverse and randomized cohort compared to these other studies, so we can receive an accurate answer to discrimination in the workplace regarding gender, race, and sexual orientation.

In this study, I will be including four hypotheses that will be the focal point of the paper. However, one of them is my main focus with seeing if the other support my hypothesis about discrimination in the workplace. My four hypotheses are:

***Hypothesis one:** In a comparison of individuals, those who are Black females are more likely to report discrimination at work in the past five years than those who are White males, White females, and Black males.*

***Hypothesis two:** In a comparison of individuals, those who are females are more likely to believe in African American discrimination than those who are males.*

***Hypothesis three:** In a comparison of individuals, those who are White males are more likely to believe a man should work while a woman tends to the home than those who are Black males, Black females, and White females.*

***Hypothesis four:** In a comparison of individuals, those who are Black, specifically Black females, are more likely to perceive discrimination than those who are White.*

I will be controlling for the respondent's race, gender, sexual orientation, age, education, and marital status in a variety of graphs. I believe there will be evidence to support my hypotheses because of how these minorities tend to have fewer opportunities causing lower income and lack of career mobility to occur due to the stigmas they are given. With all these minority groups, I believe they will support government action regarding income inequality more than White males because these men tend to be in higher positions receiving more pay only because of the companies' assumptions about others and keeping these White males at the top. I

am hoping for all these hypotheses to support my main argument by displaying how obvious it is that Black females have it the most grueling in society.

Research Design Section

In order to test the hypotheses, I examined data from the General Survey Study and the American National Election Study as I explored through each of their datasets collecting the best variables to test my hypotheses. The General Survey Study included data with 2,857 respondents and 358 different variables for the year of 2016. The American National Election Study held data with 4,271 respondents and 211 variables in 2016. All respondents were eligible voters in the United States for the American National Election Study in 2016. There were no restrictions or constraints on the variables I chose except for some people refusing to participate in some of the questions asked by the survey, so there are certain variables with less turnout rates in answering the question.

I selected these datasets because I am researching discrimination in the workplace regarding gender, race, and sexual orientation. Both of these surveys had vital variables that were beneficial to include to understand and obtain the best and most accurate results. Furthermore, they are two different datasets, so it is most likely that there will be different respondents for each data. This will enhance my results because it will display how my results are recurring themes and are not accidents. It is essential for me to understand and visualize my findings to see if the two are closely similar because it will further support my hypotheses by making the relation stronger. The purpose of using data from the same year is to grasp the results and compare them to see if both data led to the same or similar findings. The year is essentially a variable I am controlling for because each year is different with different obstacles and

hardships, especially if there is a natural disaster or any event that could impact results.

Therefore, I purposefully ensured the data was all from 2016. A constraint of these surveys is that they did not have a lot of African Americans participate.

Variable measurements:

In order to operationalize discrimination in the workplace in the past five years, I use the gender, race, and sexuality variables. It is important to first understand how many respondents were of females while not a lot being African American and queer. For Table 1 the survey question asked “Is the Respondent Female?” with the options “Male” and “Female”. It also asked “White or Black” with the options “White” and “Black. Table 1 displayed how the majority of the respondents were White individuals with there being an overwhelming amount of Whites compared to Blacks in the National Election Study. However, the gender significance was extremely slim with females barely having more respondents than males. The survey question for Table 2 asked “Respondent’s Sexual Orientation” with the options “Heterosexual or straight,” “Homosexual or gay (or lesbian),” and “Bisexual”. Furthermore, Table 2 demonstrates how there were few people who identified as queer in this survey with 94.53% of respondents saying they are “heterosexual” and “straight”. This is significant because it clearly is the majority of respondents by a vast number. The pattern seemed to follow for the General Survey Study in 2016.

Table 1: The Respondent’s Sex and Race

	White	Black	Total
Male	1,421	158	1,579
Female	1,591	237	1,828
Total	3,012	395	3,407

Data source: National Election Study 2016

Table 2: Respondent's Sexual Orientation

	Frequency	Percent	Cumulative
Heterosexual or straight	3,909	94.53	94.53
Homosexual or gay (or lesbian)	109	2.64	97.17
Bisexual	117	2.83	100.00
Total	4,135	100.00	

Data source: National Election Study 2016

The General Survey Study displayed very similar results to the NES data with there being an overwhelming amount of respondents that are White compared to African American as shown in Table 3. The survey question for Table 3 asked "Is the Respondent female?" with the options of "Male" and "Female". The female percentage ended up being 55.49% compared to males. In addition, it asked "Is the Respondent White or Black?" with the options "White" and "Black". Respondents were 81.08% White with only 18.92% being Black individuals. The survey question in Table 4 asked "Respondent's Sexual Orientation?" with the options "Gay, lesbian, or homosexual," "Bisexual," and "Heterosexual or straight". Furthermore, the two both had there "heterosexual" and "straight" around 94%, which shows how the two are closely connected in the beginning of the research. The percentage is evident in Table 4 for reference. The lack of diversity among respondents already displays how marginalization occurs because the minority do not have as much of a voice because of how few were respondents. This could possibly correlate or translate to society.

Table 3: The Respondent's Sex and Race

	White	Black	Total
Male	951	207	1,158
Female	1,149	283	1,432
Total	2,100	490	2,590

Data source: General Survey Study 2016

Table 4: Respondent's Sexual Orientation

	Frequency	Percent	Cumulative
Heterosexual or straight	1,641	94.15	100.00
Homosexual or gay (or lesbian)	46	2.64	2.64
Bisexual	56	3.21	5.85
Total	1,743	100.00	

Data source: General Survey Study 2016

Before we dissect our regressions, there are some graph bars we should view and analyze to obtain a better comprehension of the data that will support or not support the hypotheses. In both datasets, the survey questions asked regarding race “Is the Respondent White or Black?”. Furthermore, the survey questions asked regarding gender “Is the Respondent female?”. We will first take a look at graphs within the National Election Study. The survey question for Figure 1 is “Perceived Discrimination” with a scale between “1-25”. From Figure 1, it is obvious how females are more likely to perceive discrimination compared to their male counterparts. In addition, it is obvious through the graph that Black individuals are more likely to perceive discrimination compared to White individuals. The group that perceives the most discrimination is Black females, which further

illustrates intersectionality playing a factor in discrimination.

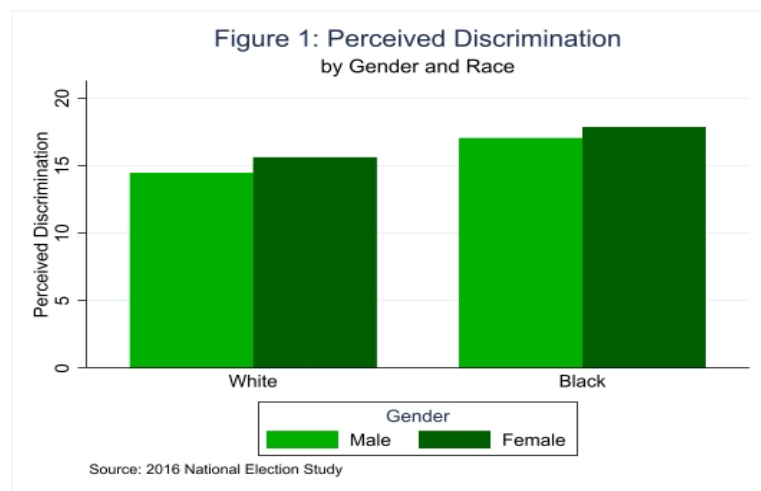
Furthermore, the group least likely to perceive discrimination are the

White males, which fits the

traditional roles supporting how

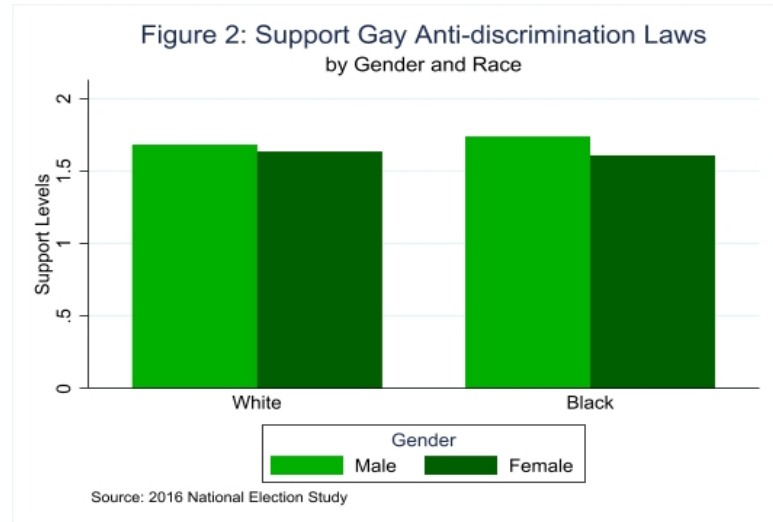
this group receives discrimination the least because they are the respected societal norm. Overall,

Figure 1 seems to support the relation I was trying to make with intersectionality causing more discrimination.



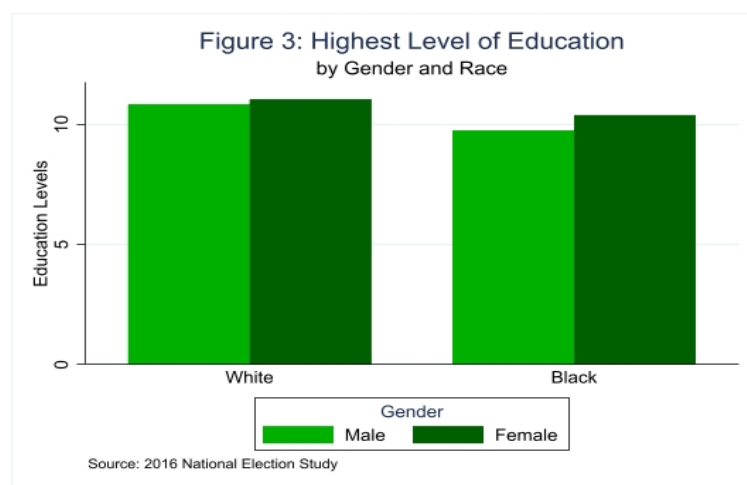
In Figure 2, the survey question is “Support gay anti-discrimination laws?” with the

options being “Favor Strongly,” “Favor not strongly,” “Oppose not strongly,” and “Oppose strongly”. It demonstrated how support levels for gay anti-discrimination laws were more common with males than females, which was extremely intriguing. Furthermore, it displayed how the group that supports these laws the most are Black males, while Black females are the group that supports these laws possibly the least. However, it is significant to keep in



mind that there is not a significant difference between all of these groups because they are all relatively close to one another on the scale since they are all between 1.5-1.75.

Another variable that is beneficial to explore is education over females and race because it will display which groups are the most educated. This can all relate back to job opportunities or career mobility. The survey question asked “Highest Level of Education” with the options being from “1st grade” to “Doctorate”. Figure 3 depicts how White females are the group that has the highest education levels with White males

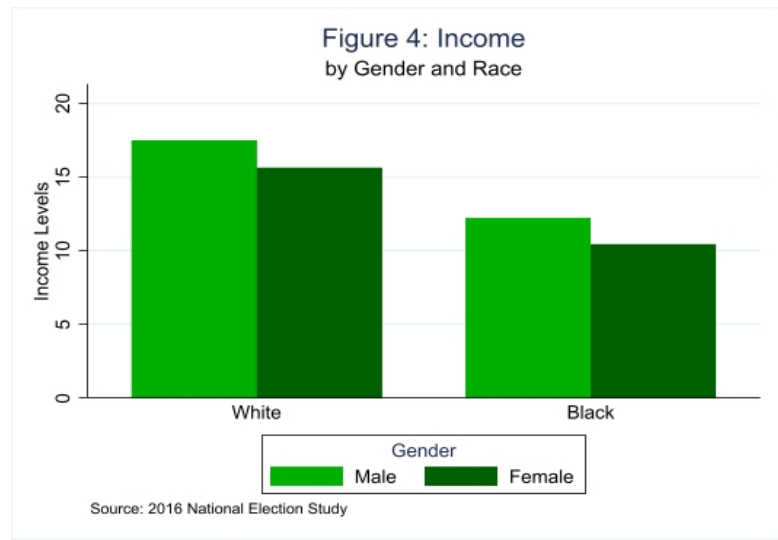


following a little below them. When comparing the two races, it is evident how Whites receive

higher education compared to their Black counterparts. There are numerous factors for why this could be the result such as socioeconomic status, location, and more.

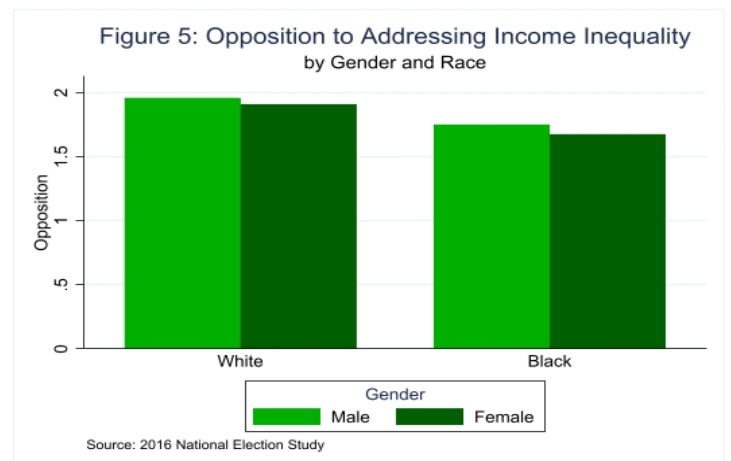
Another variable that could be of significance when examining discrimination in the workplace is income. The survey question for Figure 2 is “Income?” for each respondent with

the options being on a scale from “Under \$5,000” to “\$250,000 or more”. Unlike the previous figures we have analyzed, Figure 4 clearly displays the significant difference between the groups. White males are the ones that receive the highest incomes with their being around a



10-point difference between White males and Black males. Black females are the ones who have the lowest income levels, which further represents intersectionality. White individuals have significantly higher levels of income compared to their Black counterparts. These differences caused me to examine opposition to addressing income inequality in the next figure.

Figure 5 was essential after evaluating the income levels and witnessing the significant differences between the four groups. The survey question is “Does Respondent favor or oppose government reducing income inequality?” with the options “Favor,” “Neither Favor or Oppose,” and



“Oppose”. In Figure 5, there was not as great of differences between the groups, however, White males were still the highest for opposing the addressment of income inequality. Black females were the lowest group to oppose, which correlates with Figure 4 because they were the group with the lowest income. White counterparts, overall, opposed the addressment of income inequality more than Black counterparts, which is reasonable because Figure 4 shows how Black disproportionately received less income compared to Whites.

Now there will be graphs for the General Survey Study to see if there are relations and new variables that are beneficial for the hypotheses. Figure 6 asked the survey question if respondent received “Discrimination at Work in the Past 5 Years?” with the options “Yes” and “No”. The figure displayed how the differences between races are distinguishable with Black counterparts believing they received

discrimination exceedingly more than their White counterparts. Furthermore, Black males were the group that are most likely to hold this belief with White males having the lowest. There is around a .20 difference between the two groups. It is evident how Black females believe they received discrimination at

work more than White females. The difference between Black males and Black females is around .10.

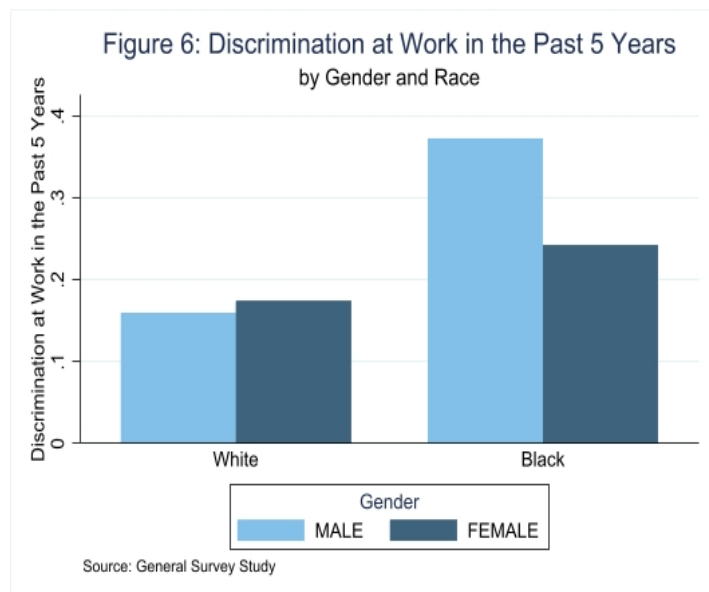
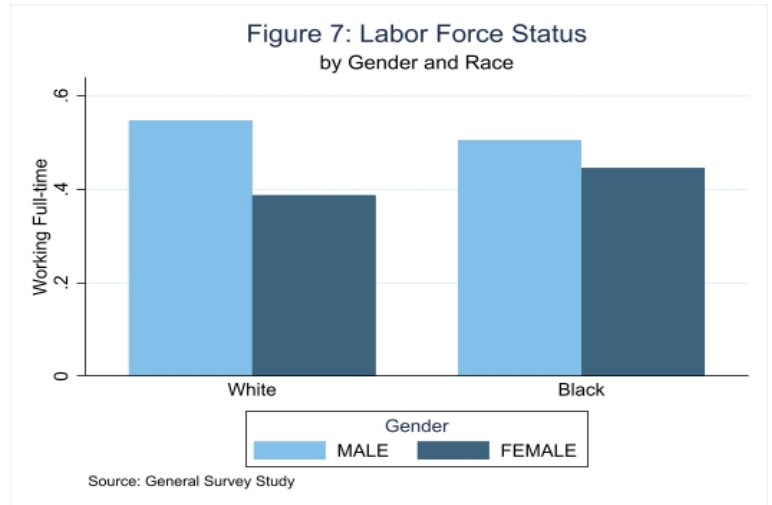
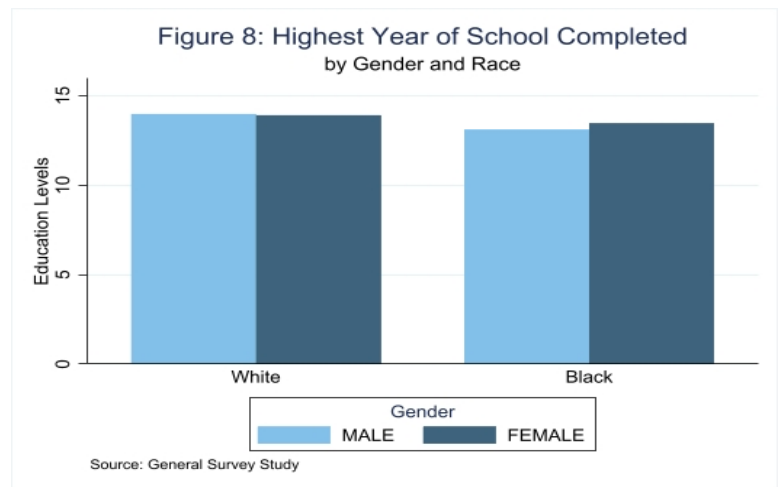


Figure 7 is about labor force status as the survey question asked “Labor Force Status?” with there being many answer options. However, I recoded it to only being “Working Full-time” with the options only being “Yes” and “No”. Through this new change, it is found in the graph that White males are the group most likely to be working full-time. The lowest group to report working full-time is White females.



In Figure 8, the relations are extremely close as it is difficult to tell who has the highest years of school completed. However, White individuals are barely averaging higher levels of education compared to Black individuals. In addition, the group with the highest year of school



completed is White males, while the lowest group is Black males. Figure 8 is not distinguishable and it is important to mention because Figure 3 displayed similar results as they look very similar.

Another vital variable to analyze in this data is income. Similarly, to Figure 4, Figure 9’s respondents with the highest levels of income are White males. In addition, the two figures share similarities in the group with the lowest income being Black females. White counterparts have

higher levels of income compared to their Black counterparts. Furthermore, females receive less income compared to their male counterparts within their race. We are now seeing a connection between figures of different datasets.

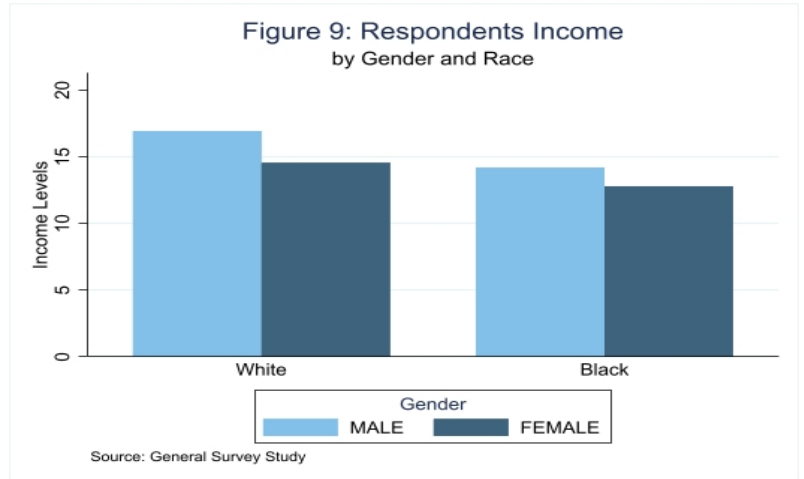


Figure 10's survey question asked "Harassment at Work in the Past 5 Years?" with the options "Yes" and "No". As anticipated females are more likely to experience harassment at work compared to their male counterparts. The highest group to report harassment at work is White females with Black females falling behind them. The lowest group is White males. Furthermore, it is important to note how close Black females and males are in the graph with it being indistinguishable between the two. In contrast, there is a distinguishable difference between White females and males.

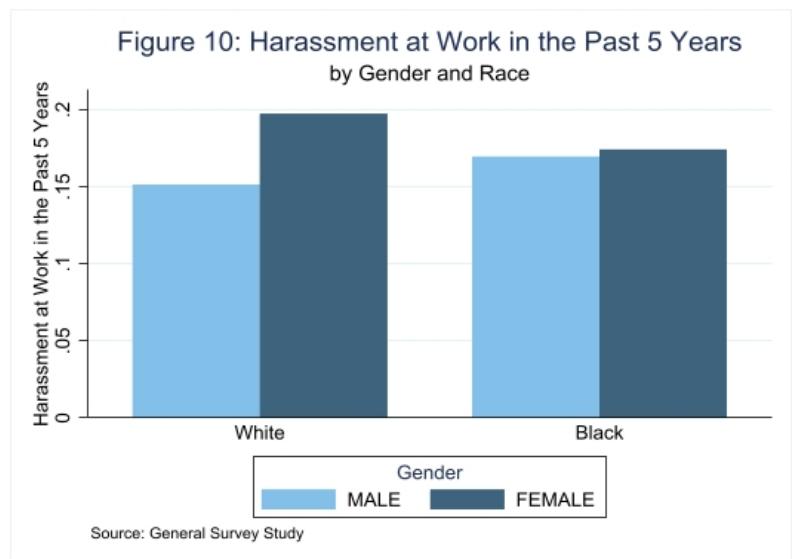
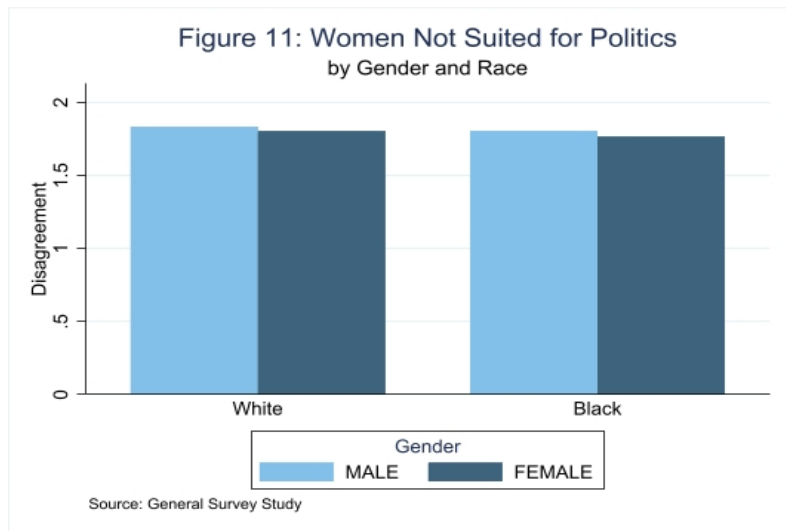
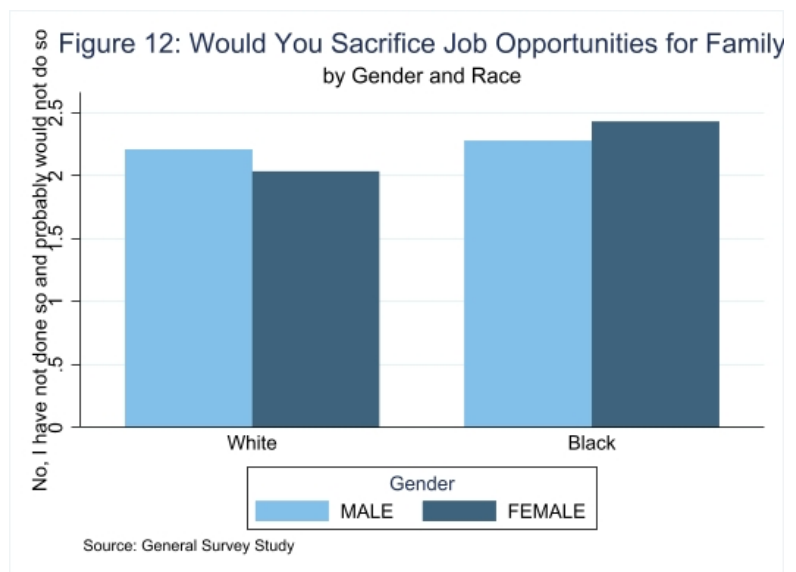


Figure 11 has the survey question “Women Not Suited for Politics?” with the options of “Yes” and “No”. There is no distinguishable difference in this graph with all of the groups being relatively close. However, it is displayed that Black females are least likely to disagree with women not being suited for politics. There are no significant differences in this graph overall.



In Figure 12, the survey question is “Would You Sacrifice Job Opportunities for Family?” with the option “No, I have not done so and probably would not do so” being evaluated. It is evident that the most likely group to not sacrifice job opportunities for family is Black females with contrastingly the least likely group being White

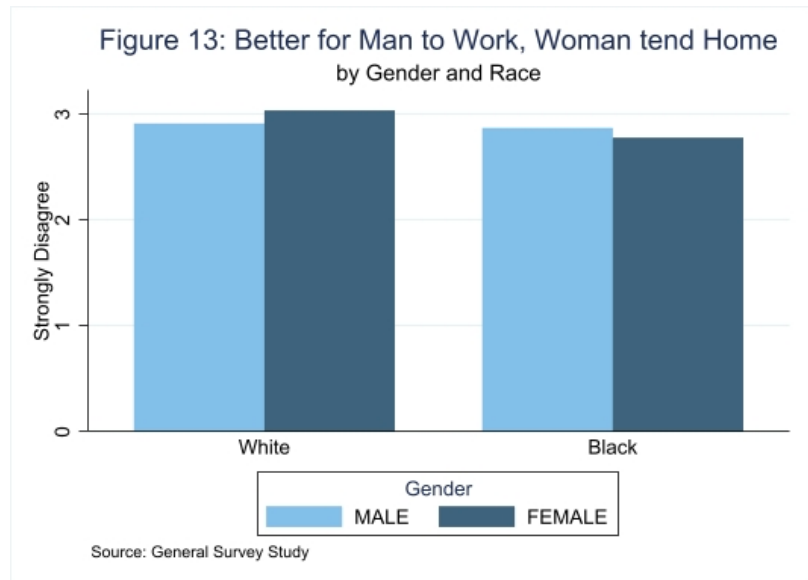
females. The two female groups being on the opposite sides of the spectrum is an interesting observation. Furthermore, Black individuals are more likely to not sacrifice compared to their White counterparts when it comes between



job opportunities and family. It is important to understand that there are some differences, but

they are not major.

Figure 13's survey question is "Better for Man to Work, Woman Tend Home?" with the graph evaluating the respondents' responses that selected "Strongly Disagree". White females are most likely to disagree with the statement of it being better for a man to work while the woman tends to the home. In contrast, Black females are least likely to disagree with this statement.



Furthermore, White individuals are more likely to strongly disagree than Black individuals.

Figure 13 seems to have some relations to Figure 12 with the females and their choices by White females being least likely to sacrifice job opportunities for family and they are most likely to disagree with women staying home while men work.

Model Estimation:

I decided to use one interval level linear regression and three binary level logistic regressions. Furthermore, it was to visualize if these two independent variables impacted discrimination in the workplace. I also utilized sexual orientation in my "Discrimination at Work in the Past 5 Years by Gender and Race" logistic regression to see if sexual orientation leads to more discrimination. I held sexual orientation levels and age at their mean values. This is the correct graph because it is a categorical dependent variable and not an interval. My other logit

regression focused on “Probability that one Believes in African American Discrimination by Gender and Marital Status”. In addition, I held the education level and age at their mean values. This is the correct model because it is binary and categorical with no scale to make it an interval. My last logistic regression was on the dependent variable of “Better for a Man to Work, Woman Tend Home”. I controlled for race and gender to understand how these two can influence the regression and results. I held educational levels and age at their mean values in this logistic regression. This is another logistic regression because it is categorical. My first and only linear regression was “Perceived Discrimination by Gender and Race” holding education level and age at their mean values. This is a linear regression since it is an interval due to it being on a scale from “1-25”.

Results:

Table 3: 2016 Logistic Regression for Discrimination at Work in the Past 5 Years by Gender and Race	
VARIABLES	discwk5
White	-1.111*** (0.251)
Female	-0.559* (0.305)
White*Female	0.664* (0.352)
Sexornt	-0.242 (0.180)
Age	-0.00778* (0.00472)
Constant	0.561 (0.587)
Observations	1,125
Standard errors in Parentheses	*** p<0.01, ** p<0.05, * p<0.1

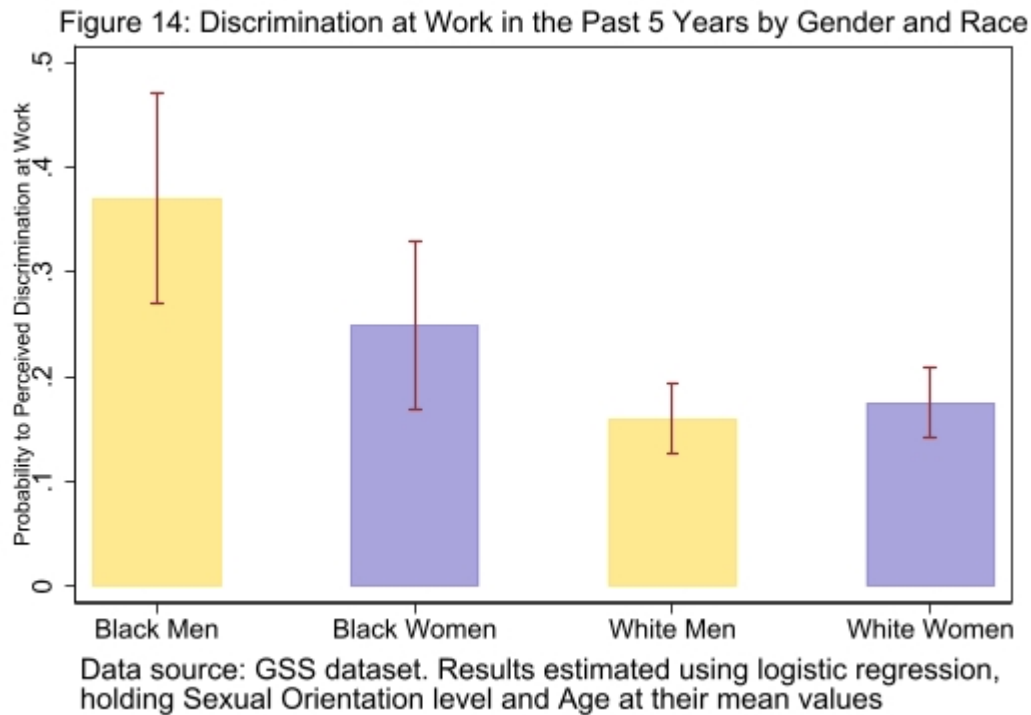


Table 3 and Figure 14 supports that if a respondent is Black, then are more likely to perceive discrimination in the workplace in the past five years. Black males do not have any their confidence intervals overlapping with White females and White males. However, Black females have their confidence intervals overlapping with all of the groups. White males overlap with Black females and White females, yet they still display that they are the group most likely to perceive discrimination at work. Moreover, White respondents are significantly less likely to perceive discrimination at work, which can all be demonstrated by the p-values. Furthermore, sexual orientation displayed how there is no relation between a respondent's sexual orientation and discrimination in the workplace. This finding led me to fail to reject the null hypothesis for sexual orientation causing greater discrimination in the workplace. In addition, age has relation because the p-value is lower than 0.05 suggesting older people are less likely to report discrimination. Overall, we can see racial minorities perceiving the most discrimination at work

with the “traditional” White males perceiving the least. It further supports my thoughts with race causing a factor in discrimination at work and White males having the easiest time. However, this model does not support my hypothesis with Black females being the most likely to perceive discrimination at work because of intersectionality since Black males are the more likely to feel this. It is important to notice how around 1,700 respondents chose not to answer this question.

Table 4: Probability that One Believes in African American Discrimination, by Gender and Marriage	
VARIABLES	discrim blacks_r
Married	-0.366*** (0.0853)
Female	0.304*** (0.0779)
Married*Female	-0.172 (0.116)
Education	-0.0294 (0.0251)
Age	0.00192 (0.00874)
Constant	-0.465*** (0.110)
Observations	5,373
Standard errors in parentheses	*** p<0.01, ** p<0.05, * p<0.1

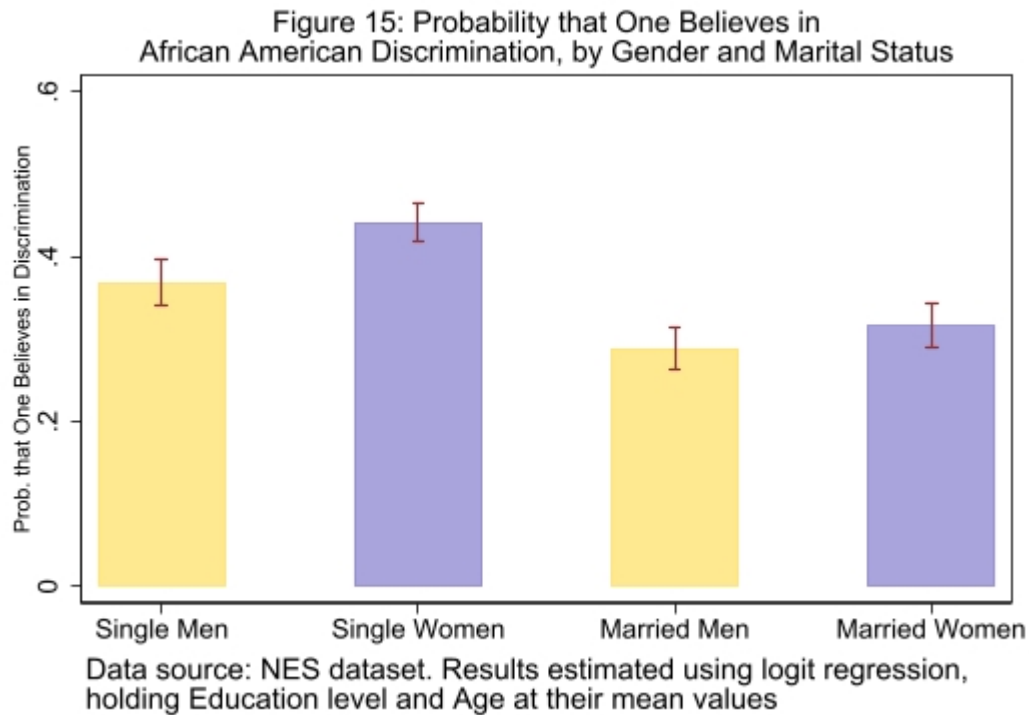
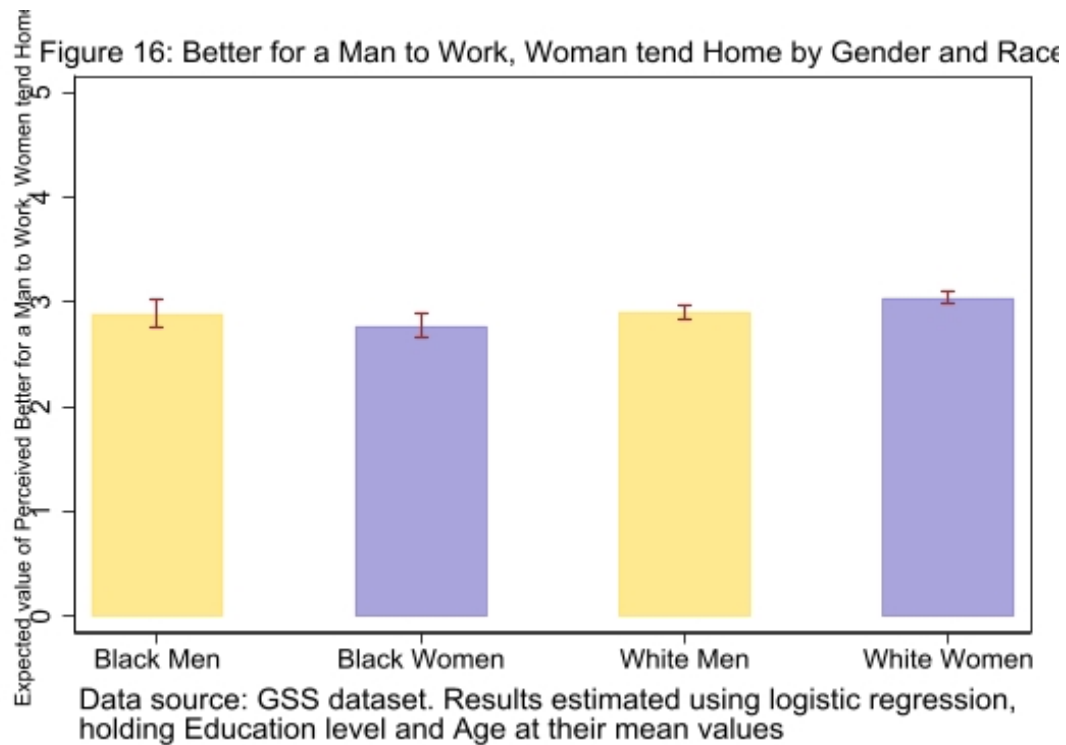


Table 4 and Figure 15 display single females believing in African American discrimination the most out of all the groups with no other group overlapping with them through confidence intervals. Furthermore, the second group most likely to believe in African American discrimination is single men with there being no overlapping confidence intervals with any other group. Single people tend to believe in this more than married people, which can be due to a person's partner influencing the other. Both married groups have their confidence intervals overlap, but married men average lower levels of believing in African American discrimination. Education and age are both significant because their p-values are below 0.5. Although single females are the group most likely to believe in African American discrimination it does not support my hypothesis that females, in general, will believe in African American discrimination because the married females are less likely than single males and overlapping with married males

causing this hypothesis to not be supported. Overall, I am failing to reject this hypothesis because of recent findings.

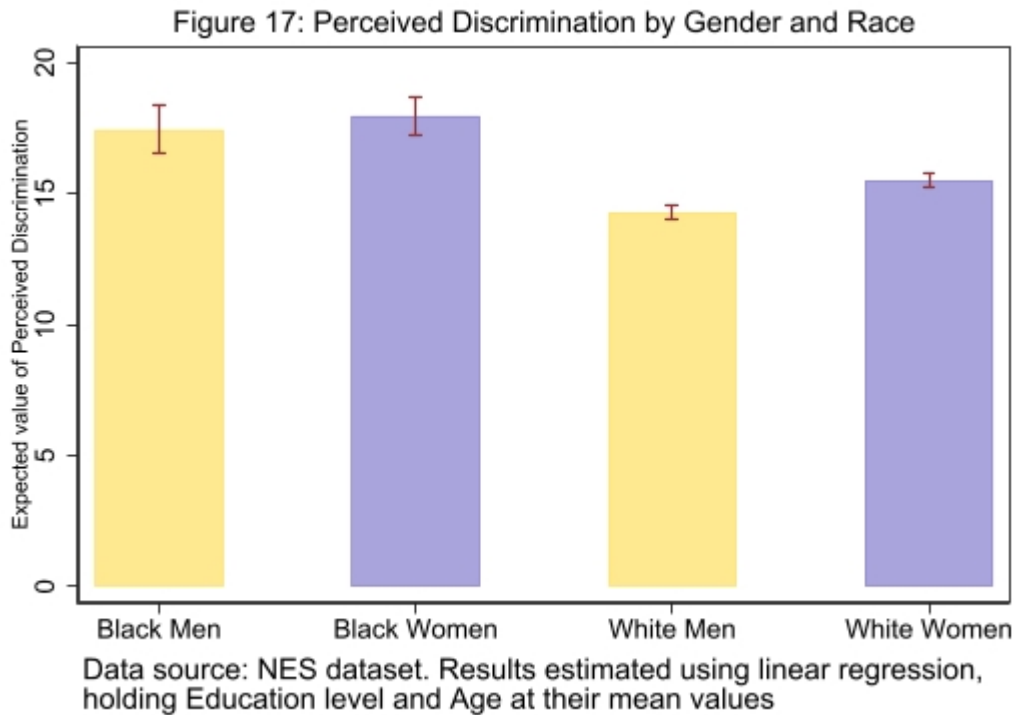
Table 5: Logistic Regression for Better for Man to Work, Woman Tend Home	
VARIABLES	fefam
White	0.0146 (0.0771)
Women	-0.119 (0.0911)
White*Women	0.252** (0.101)
Education	0.0714*** (0.00705)
Age	-0.00966*** (0.00109)
Constant	2.385*** (0.128)
Observations	1,679
R-squared	0.112
Standard errors in parentheses	*** p<0.01, ** p<0.05, * p<0.1



In Table 5 and Figure 16, the most likely group to believe it is better for a man to work while a woman tends to the home is White females with the least likely being Black females. However, the confidence intervals are overlapping creating all of the groups to be indistinguishable. Furthermore, education and age are below the p-value of 0.05 causing them to be significant. The R-squared is 11.2% of the variation in the dependent variable causing around 89% of the variation to be explained by other variables that were not used in this regression equation. Overall, I am failing to reject the null hypothesis because the graph does not display males, especially White males, to believe it is better for a man to work while a woman tend to the home. Through male behavior within work and how they believe they should retain superior positions within an occupation because of how females “will be distracted with family obligations or emotions” led me to form my original hypothesis that is not supported by my data.

Contrastingly, it displays White females to believe women should tend to the house while men work.

Table 6: 2016 Interval Regression for Perceived Discrimination by Gender and Race	
VARIABLES	Discrim_scale
White	-3.152*** (0.487)
Female	0.517 (0.585)
White*Female	0.691 (0.619)
Education	0.159*** (0.0430)
Age	-0.0318*** (0.00547)
Constant	17.24*** (0.681)
Observations	2,705
R-squared	0.061
Standard errors in parentheses	*** p<0.01, ** p<0.05, * p<0.1



For Table 6 and Figure 17, it is evident that Black individuals perceive discrimination more than their White counterparts because there are no confidence intervals overlapping between the two races in the entire linear regression, which makes it reject the null hypothesis. Furthermore, Black respondents have higher expected values than White respondents when you look at the graph. White males are the group that is least likely to perceive discrimination with White females being the second group least likely to view discrimination as well. Black females are most likely out of any group to perceive discrimination, which supports my hypothesis about how intersectionality influences discrimination. Education and age both have p-values lower 0.05, so they are both significant. The R-squared is around 6% of the variation of the dependent variable, which means 94% comes from other variables not in this regression equation. Overall, this graph supported my hypothesis with intersectionality leading to more discrimination because Black females are categorized into two minority groups.

Discussions and conclusions:

Overall, in my findings, it is evident how Black respondents are more likely to endure discrimination in the workplace. Furthermore, they are also more likely to perceive discrimination on multiple accounts, especially Black females. The findings about Black females was extremely beneficial because I was able to understand and see how intersectionality relates to discrimination in the workplace and in general. Although I hypothesized there being more of a connection between that dependent variable and these two independent variables, there was still supporting evidence that displayed their correlations. My graphs within the variable measurements section also supported my hypothesis on how Black females receive unfair treatment. For example, in Figure 3 and 4, it displayed education levels for all groups being relatively close to one another, yet when it came to income there was a very distinguishable difference between Whites and Blacks with Black females being the least likely group to have the highest income. Based on the literature, review it shows how income can be a way groups have discriminated against in the workplace. In my perspective, discrimination regarding race and gender is supported here because education levels are relatively similar with there being a large gap between incomes. Furthermore, it was intriguing to witness how sexual orientation seemed to have no relation to discrimination in the workplace when there have been studies stating how sexual orientation can be a factor because they are part of a minority group and can get stereotyped at work. Therefore, the evidence did not confirm my argument regarding sexual orientation, especially with males supporting gay anti-discrimination laws more than females as shown in Figure 2. These findings are important because it shows people how difficult it can be to not only be a part of one minority group but two or three.

For my second finding, I found that single females were more likely to believe in African American discrimination than married males. In addition, I found that single males are more likely than married females to believe in African American discrimination, which was a finding that I was not expecting. I hypothesized that females were more likely to believe in African American discrimination compared to their male counterparts. A reason why I assumed this was because males are typically in superior occupational positions compared to females from what we learned in the literature. In my research, there were multiply studies that showed how these traditional males discriminate towards anyone who is not the same as them. Therefore, I believed single and married males would both be less likely to believe in African American discrimination compared to single and married females, however, it was not the case here. These findings are important because we can see how females and males are most likely to believe in racial discrimination and how it can impact work potentially.

For my third finding, I found that White females are most likely to believe a man should work while a woman tends to the home. I thought White males would be most likely to have these thoughts by far, however, my results did not provide clear evidence to confirm my argument. While there are confidence intervals overlapping within the regression, it did not depict what I thought would be a clear observation. I believed White males were going to be more likely to believe a man should work while a woman tends to the home because of their traditional values and ideologies. Furthermore, it would explain why White males believe they are the most suited for seniority positions in companies. My findings are important because it displays how a random sample of people believe, yet they might not publicly say their beliefs when conversing with others. To witness how many White females believes this was a shock, yet it was not at the same time because they could be holding values shared with their sexual partner

or family beliefs, especially if their partner is a White male. As we have learned from the literature, White males have these views, therefore, they could influence their partners into sharing similar views. Also we have learned through the literature and figures that White males are known for bringing home a larger income, which can cause a White female to not have to work and have these beliefs.

For my last finding, I found Black females are most likely to perceive discrimination out of any other group. Black males then come after them with their confidence intervals overlapping. However, white males and females do not have their confidence intervals overlap with Black individuals. Furthermore, White males are the least likely to perceive discrimination, which fits their stereotypical traditional behaviors. Therefore, the evidence confirmed my argument because we can see how intersectionality influences the levels of perceived discrimination. There are a lot of variables to include to make this claim, however, my hopes were that including numerous graphs in the variable measurement section you could see some of the connections of how race and gender minorities, especially Black females, deal with hardships and unfair treatment. Based on the literature, we have seen multiple ways of how Black females are marginalized in society with people stereotyping them and making it difficult for them to have career mobility. My findings are important because it confirms my thoughts with aspirations of demonstrating to others how discrimination still persists and we need to understand how it is a difficult society to live in if you are a Black female.

I made a variety of contributions to this topic of study. From my knowledge, there was no study focusing on intersectionality as it was only casually brought up. In addition, no study discussed how being married or single can affect the way someone believes in discrimination, specifically regarding African Americans because they have dealt with centuries of

marginalization. Furthermore, no one looked at the dependent variable about if a respondent believes it is better for a man to work while the woman stays home. I believe it is significant to explore this because it can give a lot of insight about how genders and races could perceive this, which would give more insight on why or why not discrimination at work occurs. Everything I utilized in this study was trying to have people critically think about how each figure or table can possibly influence discrimination in the workplace regarding gender, race, and sexual orientation.

Moreover, I believe gathering a larger random cohort would be needed to explore my argument further. There was a good amount of respondents that chose not to answer some of the questions, so I think they could have felt uncomfortable answering. There are also other possible factors for them not answering the questions. However, I would suggest for future research to grab more random respondents to see if these results would stand. My study inspired me to have numerous other research questions for the future. For example, out of all the cases reported for discrimination in the workforce, how many are African American females. I would also love to explore pregnant females and the possible discrimination they endure at work and how it affects them financially.

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