

Black Workers in American Society
37:575:303:01
Wednesday, 7:15 pm to 10:05 pm, LEC Room 115

Instructor: Debbie L. Hines
Phone: 732 932-4252
Email: dlhines@rci.rutgers.edu
By appointment, if before or after class does not work well

Labor Studies and Employment Relations Department Goals:

This course will examine the evolving position of black workers in the U.S. economy and demonstrate understanding of the perspectives, theories and concepts in the field of labor and employment relations. We will evaluate the context of workplace issues, public policies and management decisions. Demonstrate how to apply concepts and substantive institutional knowledge of contemporary work developments and relevant theories of particular work situations necessary for effective work performance.

Course Learning Objectives:

Goal A: Analyze the degree to which forms of human difference shape a person's experiences of and perspectives on the world.

Goal B: Analyze a contemporary global issue from a multidisciplinary perspective.

Goal D: Analyze issues of social justice across local and global contexts.

Goal I: Understand the bases and development of human and societal endeavors across time and place.

Goal M: Understand different theories about human culture, social identity, economic entities, political systems and other forms of social organization.

Goal N: Apply concepts about human and social behavior to particular questions or situations.

Grading Criteria:

Credit also extended for attendance and in-class contributions (group discussions). Please note that excessive unexcused absences will lower your grade. Unexcused absences in excess of 3 classes may result in a failing grade.

- 05 Points Ice-breaker
- 05 Project Implicit (IAT Survey)
- 10 Points Paper and Informal Affirmative Action Debate
- 10 Points Interview
- 30 Points Mid-term Exam
- 40 Final Exam

Laptop/Recording Policy:

- Laptops use is permitted for coursework in this class only. Students are not permitted to record, videotape, or photograph any classroom lecture or activity, absent prior express consent and authorization by the Instructor.

Course Materials:

Course reading materials may be found on Sakai under "Resources," and assignments may be found on Sakai under "Assignments." The instructor reserves the right to supplement, substitute, and/or modify the listed reading selections.

Black Workers in American Society
37:575:303:01
Wednesday, 7:15 pm to 10:05 pm, LEC Room 115

Week 1: September 6, 2017

Course Overview

Introduction: Discussion of key themes and concepts used throughout the course

Lets Talk About Race: Film "A Class Divided"

Week 2: September 13, 2017

Assignment Due: Icebreaker

Understanding Racial Economic Stratification in the U.S.

Readings:

1. Spivack, Amer. Sociological Assoc., "*Race, Ethnicity, and the American Labor Market: What's at Work?*"
2. Russell Sage Foundation, "Equal Employment Opportunity in America"

Week 3: September 20, 2017

The Historical Formation of Race and Work in U.S. Economy: Post-Emancipation

Documentary "Unchained Memories: Stories from Slave Narratives"

Readings: Steinberg, "The Reconstruction of Black Servitude After the Civil War"

Video: Jim Crow Laws

Week 4: September 27, 2017

The Historical formation of Race and Work in U.S. Economy: The Industrial Era

Readings:

1. Nelson, "Divided We Stand: American Workers and the Struggle for Black Equality. Introduction
2. Katznelson, When Affirmative Action Was White, Chapter

Week 5: October 4, 2017 Assignment:

Black Workers, Labor Unions and the Civil Rights Movement

Readings: Honey, "Labor and the Civil Rights Movement at the Crossroads: Martin Luther King, Black Workers and Memphis Sanitation Strike"

Film "At the River I Stand"

Week 6: October 11, 2017

Assignment Due: Interview

Working Class and Poor Blacks

Readings:

1. Isaacs, "Economic Mobility of Black and White Families"
2. Kozol, "Shame of a Nation"

Week 7: Mid-Term October 18, 2017

Week 8: October 25, 2017 Assignment: Project Implicit IAT (Race and Skin Tone and Religion Test)

Black Workers, Education and Management Professionals

Readings:

Black Workers in American Society

37:575:303:01

Wednesday, 7:15 pm to 10:05 pm, LEC Room 115

1. Jones and Schmitt, "Has Education Paid off for Black Workers?"
2. Collins, "Black Mobility in White Corporations"

Week 9: November 1, 2017 Assignment: Project Implicit IAT (Race and Skin Tone and Religion Test)

Access to Work

EEOC: <https://www.eeoc.gov/eeoc/newsroom/release/7-28-15.cfm>

1. Bertand and Mullainathan, "Are Emily and Greg More Employable than Lakisha and Jamal? A Field Experiment of Labor Market Discrimination"
2. Pager, "The Mark of a Criminal Record"

Week 10: November 8, 2017

Black Women Workers (Behaviors that influence gender equity and earning potential)

Readings:

1. Ortiz and Roscigno, Discrimination, Women, and Work: Processes and Variations by Race & Class"
2. National Women Law Center "Closing the Wage Gap Especially Important for Women of Color in Difficult Times"

Week 11: November 15, 2017 Assignment: Affirmative Action Debate on Employment

Institutionalized and Structural Exclusion

Readings:

1. Kasinitz and Rosenberg, "Missing the Connection: Social Isolation and Employment on the Brooklyn Waterfront"
2. Chima and Wharton, "African Americans and the Workplace: Overview of Persistent Discrimination"

Week 12: November 29, 2017 Assignment: Affirmative Action Debate on Education

Black Workers, Education and Management Jobs

Readings:

1. Dickerson, "Black Employment, Segregation, and the Social Organization of Metropolitan Labor Markets" (**read up until the "Data and Methods Section"**)
2. Readings: EPI, "The Kids Aren't Alright: A Labor Market Analysis of Young Workers"

Week 13: December 6, 2016 Assignment: Affirmative Action Debate on Gender

Understanding Discrimination and Social

Reading:

1. Quane, Julius Wilson and Hwang, "The Urban Job Crisis"

Week 14: December 13, 2017 FINAL EXAM