

Minority in women- discussion 8

Sociology



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Sociology Discussion 8: Minority Women Q Social construction Social

construction refers to how people associate with each other and how they institutionalize behaviors and make them norms and traditions.

Q. 2. Why malls in Austin, Texas opposed public bus service?

The opposition to public bus service in Austin, Texas was as a result of the fear that there would be crowding in the public service buses.

Q. 3. How hiring practices contribute to racial inequality and injustice?

Jobs segregation is a racial inequality practice that is usually hidden during hiring and appraisal of staff (Andersen & Hill-Collins, 2013). The practice of hiring white people in managerial and supervisory position while hiring minority groups for lesser jobs despite having qualifications is a form of racial inequality and injustice.

Q. 4. How each plaintiff's biography influences their stories about working at Wal-Mart."

The Wal-Mart class action suit was initiated by employees who sued Wal-Mart for discrimination in promotions, jobs allocated and salaries paid in comparison to their male colleagues. The plaintiff narrated the kind of discrimination that they had experienced in Wal-Mart. The plaintiffs were from different ethnic background and religions (Andersen & Hill-Collins, 2013).

One plaintiff of Mexican background stated that her supervisor discriminated against her by calling her a Mexican princess. She stated this made her feel humiliated since she was not considered as an equal to her American colleagues. Lorie Williams, a white woman stated that her supervisor had asked her to stop hiring African-American women since, as per the supervisors, they were intimidating to the clients. Lorie's reply to her

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supervisors was that she did not consider the ethnicity of those she hired but she hired employees based on their qualification for jobs. This shows that the supervisors at Wal-Mart considered the African-American race as a violent group.

Another plaintiff, Melissa Howard, had a different experience but also discriminated because her husband was African-American. She stated that after requesting to be posted to any other store the management said that the only other option was a demotion. This shows that the some management members at Wal-mart were racists and unethical (Andersen & Hill-Collins, 2013).

Reference

Andersen, M. L., & Hill-Collins, P. (2013). Race, class and gender: An Anthology (8th ed.). Boston, MA: Cengage Learning.