

Envisioning a Post-Racial Workplace:

A Tribute to Dr. Dan

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Overview

- Think, Pair, Share
 - Realistic Case Scenarios
- Conceptualizing a Post-Racial Workplace
- Essential Elements of a Post-Racial Workplace
- Questions to Consideration
- Two Minute Essay

Scenario #1

- An African American junior faculty member was preparing for his 3rd year Pre-tenure Review. He was advised by his mentor (a Caucasian female) to talk to the senior faculty members (all Caucasian males over 50) in his discipline to ensure they did not have any concerns about his upcoming review. One of the senior faculty members told him that he was glad the junior faculty member wasn't one of those Martin Luther King, Jr. types who wanted to see a lot of change. In fact, he continued, the world really didn't need the likes of the Kennedys or King. How should the faculty member handle the situation?

Scenario #2

- A middle manager within an organization read an article from the *Harvard Business Review* entitled "Dear White Boss" (Caver & Livers, 2002) and thought it raised some intriguing points about how some minorities feel in the workplace. Should she pass it on to her manager?

Scenario #3

- Maria and Jose have been working for their employer for 6 months and have been recognized for doing an outstanding job. A co-worker tells them that he doesn't even think of them as Hispanics. Maria and Jose are perplexed by the statement given the salience of their Hispanic identity. What should they do?

Scenario #4

- An African American employee wears an Obama jersey to work following the election. The next day, the employee comes to work and finds a noose hanging in his locker with a note that says "Don't forget your place, Boy!" How should the situation be handled?

Scenario #5

- Shanita decides to 'go natural' after wearing a waist length, straight weave for several years. Her manager is surprised by the change and asks what did you do to your hair? May I touch it? How should Shanita respond?

Scenario #6

- You have just completed your graduate degree in I/O Psychology and are hired as an HR Manager of a major corporation. On your first day you are asked to meet with a diverse group of employees who are unhappy about the new company policy to discipline (suspend and/or terminate) anyone who uses a language other than English during normal working hours. 20 nationalities are represented in the workforce with several different languages frequently spoken. What do you do?

Conceptualizing a Post-Racial Workplace

- Extension of Post-Racial Society
 - Election of President Barack Obama
 - Appointment of Attorney General Eric Holder
 - Appointment of Supreme Court Justice Sonia Sotomayor
- What is a Post-Racial Society?
 - Popular press/newspaper articles
 - Dr. Martin Luther King, Jr. – Beloved Community
 - Wise (2009) – Racism 1.0 and Racism 2.0

Conceptualizing a Post-Racial Workplace

- Building the Foundation for a Post-Racial Workplace
 - Historical Perspective
 - Title VII of the Civil Rights Act of 1964 - Equal Employment Opportunity Commission
 - Fiscal Year 2008 – 33,937 race discrimination charges; 28,321 resolved and recovered \$79.3 million
 - Executive Orders 11246 - Affirmative Action
 - Supreme Court Decisions
 - *Uniform Guidelines on Employee Selection Procedures*
 - Contemporary Perspective
 - Justice – Procedural and Distributive

Conceptualizing a Post-Racial Workplace

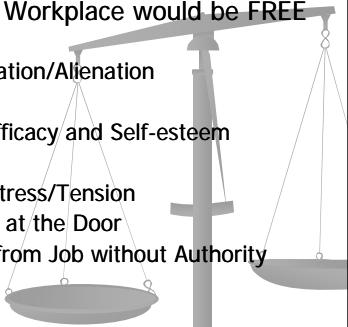
- *Beyond Race and Gender* (Thomas, 1991)
- Diversity Ideologies (Plaut & Thomas, 2009)
 - Colorblindness – an assimilationist ideology where group differences are minimized or ignored
 - Multiculturalism – a pluralistic ideology where group differences are recognized and celebrated
 - Bell (1990) – bicultural life experience
 - Code-switching
- Post-Racial Workplace – higher level of abstraction where we transcend race by having open discussions without differential outcomes/consequences, or individuals checking of identity at the door

Essential Elements of a Post-Racial Workplace

- The Post-Racial Workplace would be FREE from:
 - Adverse Impact based on Race for Hiring, Promotion, etc.
 - Unemployment/Underemployment Differences
 - Occupational Segregation
 - Performance Appraisal Differences
 - Pay Disparities
 - Racial Harassment and Discrimination

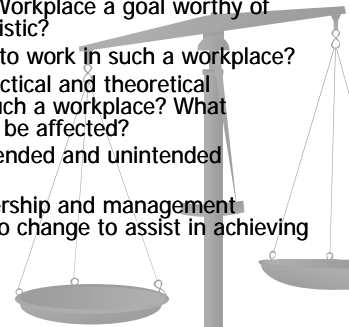
Essential Elements of a Post-Racial Workplace

- The Post-Racial Workplace would be FREE from:
 - Feelings of Isolation/Alienation
 - Demoralization
 - Lowered Self-efficacy and Self-esteem
 - Distrust
 - Dysfunctional Stress/Tension
 - Identify Checks at the Door
 - Dissatisfaction from Job without Authority



Questions to Consider

- Is a Post-Racial Workplace a goal worthy of pursuit? Is it realistic?
- Would you want to work in such a workplace?
- What are the practical and theoretical implications of such a workplace? What disciplines would be affected?
- What are the intended and unintended consequences?
- How would leadership and management education need to change to assist in achieving this goal?



Two Minute Essay

- Take a sheet of paper and write for two minutes to reflect upon the workshop and share your thoughts, reactions, feelings, ideas, etc. about the concept of a Post-Racial Workplace
 - Do Not Put Your Name on it
 - Turn it in once Completed

