

# How Minorities are Still Marginalized in the United States

Cesar Cabrera, Victoria Fix, Kayla-Anne Javier, Nayib Prado  
LLS 100 FYS 12 – Professor Nitza Escalera

## Women

Women have historically been deprived of equal treatment in accordance to the treatment received by men, and it still continues to this day.

- One of the biggest disparities is the gap in pay between females and males. Women earn significantly less than males for doing the same work, with a woman earning an average \$7, 097.67 less per year than a male in the same profession (this example pertains to professional/managerial positions).
- The gender pay gap is identified by economists as two components: explained and unexplained. “Explained” pertains to the disparity in wages as a result of differences in the workers’ characteristics, like education level and work experience. “Unexplained” refers to the “unknown” aspect of why there is a pay gap, and is generally said to be a result of discrimination.

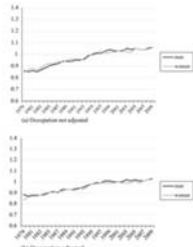


Figure 9. Adjusted Mean Hourly Wage of Women as a Percentage of Full-Time Men's Wages  
Source: CPS 1980-2010 data, 1970 to 2010.  
Note: Values are unadjusted, demographic and educational level (see Table A1 in the Appendix).

- The gender pay gap is smaller within public sectors. There are generally more protections and opportunities for women, as well as stricter enforcement of anti-discrimination

## What is a Minority?

“It is a group defined by five (5) characteristics: unequal treatment, distinguishing physical or cultural traits, involuntary membership, awareness of subordination, and in-group marriage.” Schaefer, R.

### Introduction

For the most part, minorities argue that government officials, the ones that are given the power to shape the lives of millions, are not doing enough to help the country succeed. A minority may include immigrants, colored, female, or disabled individuals. It is said that the United States of America is still the best country in the world, but some may disagree. Minorities are not meant to achieve their American dream. In other words, if an individual is not in the majority group, regardless of their wealth or knowledgeable they are held back from succeeding. While there is a Constitution that protects every citizen in the nation, politics, Fortune 500 companies, and government all find a way to prevent the minority from advancing in the social status hierarchy.

### Conclusion

Throughout its history, the United States has had minorities. Most often these minorities face significant discrimination in various forms. Whether through voting, law policy, unequal pay, or implicit racism, minorities of all kinds have been and still are being put down today. Discrimination is alive in modern America and the average citizen must be made aware of it.

### Sources

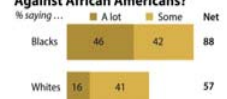
Becker, K. (2014). 10 charts show how “racist” America really is. *Independent Journal*. Retrieved from: <http://www.ijreview.com/2014/04/133024-10-charts-show-racist-america-really/>

Cha, Y., & Weeden, K. A. (2014). Overwork and the slow convergence in the gender gap in wages. *American Sociological Review*, 79(3), 457-484. doi:10.1177/0003122414528936

Esposito, L., & Roman, V. (2014). Benevolent racism: Upholding racial inequality in the name of black empowerment. *Western Journal of Black Studies*, 38(2), 69-8. Retrieved from: <http://public.wsu.edu/~wjbs/>

Mandel, H., & Semyonov, M. (2014). Gender pay gap and employment sector: Sources of earnings disparities in the United States, 1970-2010. *Demography*, 51(5), 1597-1618. doi:10.1007/s13524-014-0320-y

#### How Much Discrimination Is There Against African Americans?



PEW RESEARCH CENTER, May 3-5, 2013. Blacks and whites include only those who are not Hispanic.



## Disabled People

The US Constitution is supposed to grant all citizens equal rights, but to quote Animal Farm by George Orwell, “some are more equal than others.”

According to Marc Maurer:

-the 14th amendment states that no state shall deny anyone from equal protection of laws.

-However In 2001, Chief Justice Rehnquist reported that there was insufficient evidence of discrimination against disabled people, therefore the Americans with Disabilities Act (ADA) established in 1990 was no longer useful.

-Maurer states the following, “According to the Supreme Court, disabled individuals are more costly to employ than the nondisabled. Consequently, it is rational not to hire them—and constitutional.” This is yet another example of the Supreme Court finding ways to manipulate the Constitution of the US in order to avoid granting equal rights to the disabled.

## Latinos

Latinos have made large strides in their fight for equality. One of the most important parts of gaining equality is voting rights, despite the Voting Rights Act of 1965 prohibiting racial discrimination in voting. After this act, many majority-minority districts were formed in order to create greater minority political power. Latinos, as a minority, have had majority-minority districts drawn for them. In recent decades there has been criticism that majority-minority districts are not necessary or effective. Lawmakers argue that the practice does not increase Latino voter participation and redistricting should ignore race when drawing new district lines. However studies have shown that Latinos in majority-minority districts have a 5.91% higher voter turnout rate than in non-majority-minority districts. Additionally, majority-minority districts would help create a representative body that better reflects the area population. Overall majority-minority districts cause an increase in Latino voting.

## Blacks

Since the Civil Rights Movement of the 1960s, many people believe that racism was abolished by the efforts of Martin Luther King Jr. Unfortunately, studies show that racism is indeed still prevalent in today’s society. Researchers say that there is a kind of racism that is practiced everyday, that may not seem as obvious as it should, that is referred to as benevolent racism. Some examples include what people know as “white privilege,” color blindness, and ignoring policies that are established in order to prevent the act of racism. History proves that racism has been an issue within the realm of social justice for many years now, including court cases regarding gun control laws, stop and frisk, and free floating. Black people have faced many racial injustices throughout history, and although there are evolving social changes in society, somehow in certain areas racism is accepted.