
Race, Gender and Workplace Power

Survey data support hypotheses regarding differential access to workplace power among women and minorities relative to white men. Specific findings indicate that, relative to white men, all groups encounter increasing inequality at higher levels of power, but only black women seem to experience this form of inequality as a result of direct discrimination. Further analysis indicates that network assistance is more a response to this form of discrimination than an indirect cause. Finally, analysis shows that most groups attain power through homosocial reproduction, but what differs is the opportunity to engage in such reproduction, wherein white men excel. These findings imply that while women and minorities face lower odds than white men of achieving higher levels of workplace power, the reasons for this disadvantage vary among respective groups and thus will likely require different remedies.

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