English 1101Co

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Unit 2 Final Reflective Annotated Bibliography Draft

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**National Origin Discrimination at Work in the United States**

**Introduction**

National origin discrimination is a form of maltreatment that involves unjust or unfavorable attitudes toward individuals on the grounds of their ethnicity or nationality. In the workplace, national origin discrimination can mean denying people of certain nationalities work opportunities, punishing them more harshly for the same mistakes, and other toxic behaviors. This topic is particularly interesting for me because I have always had a feeling that despite being a “melting pot,” American society still has a lot of prejudice toward immigrants. Maybe today it is no longer direct confrontations or violence, but covert discrimination can still cause a great deal of harm to national and ethnic minorities.

The US law makes it illegal for an employer to introduce a practice that would disadvantage or hurt certain groups of people. Citizenship and immigration status are some of the characteristics that should not be used in the decision-making process when interviewing an applicant. However, when I researched the legal aspect of national origin discrimination, I realized that it is sometimes extremely difficult to prove it and take action. Indeed, the law protects against harassment, but as told by the US Employment Opportunity Commission, minor acts such as teasing or mocking accents are not illegal. I could readily imagine how some people could get away with such behavior and did not face consequences harsher than a warning from their manager. For this assignment, I would like to learn more about the first-hand experiences of people working in tech industry which includes for example, companies and contractors that do services connected to information technology like making websites, developing desktop software and applications, computers and laptops…etc., who suffered workplace national origin discrimination. I will benefit from all of what I will discuss in my career as a former graduate of a university of programming and interested in everything related to this field, also because soon I will enter the job market as a computer developer.

**Sources**

1. **Barton, LeRon. “Is Silicon Valley Using Culture Fit to Disguise Discrimination?” *Raconteur*, 1 March 2019, http://www.raconteur.net/hr/diversity-inclusion/silicon-valley-discrimination.**

**Summary**

Barton argues that for an industry that values creativity, tech remains way too homogeneous. The author claims that Silicon Valley is not always ready to look beyond a person’s origin, which means that the world’s biggest tech think-tank is unavailable for many under-represented ethnicities. Among the sector’s giants such as Google and Apple, the share of ethnic and racial minorities barely reaches 2-3%. While it is illegal to use a person’s race, ethnicity, or origin as an excuse to mistreat, companies find leeways to stay true to their interests. After years of working in tech, Barton concludes that discrimination has become more covert and rebranded as “culture fit.” Employers can easily deny a person a job opportunity, claiming that their values are not aligned. In reality, however, it may mean that they let bias and prejudice inform their decisions.

**Quotes**

1. “Inclusiveness was not encouraged, yet “culture fit” – how you would get along in the current work environment – was bandied about (Barton, para. 10).”

2. “When they say ‘culture fit’, for me that means they are looking for a particular person they can personally identify with (Barton, para. 13).”

3. “I noticed when we would bring this to the attention of management, they would become visibly tense hearing these things. It challenged their own narrative of being very good people who would never have bias (Barton, para. 30).”

**Rhetorical Analysis**

The author speaks from his personal experience, which gives more weight to his words. With his article, he hopes to reach big tech company managers that still hesitate to address the issues. Barton strikes a balance between providing objective information from official reports and giving his perspective on things. Whenever the author talks about his own perception of the situation, he sounds pessimistic and disenchanted.

**Reflection**

 I agree with Barton about the mental toll that discrimination in the workplace takes on people. In a way, corporations hurt themselves by hurting employees because the latter are prevented from realizing their full potential. Another good point that I agree with is that management’s ego is behind turning a blind eye on discriminatory practices. Oftentimes, people refuse to accept that they failed to do right by someone because it would hurt their self-esteem.

1. **Bhuiyan, Johana, et al. “Black and Brown Tech Workers Share Their Experiences of Racism on the Job.” Los Angeles Times, 24 June 2020,** [**www.latimes.com/business/technology/story/2020-06-24/diversity-in-tech-tech-workers-tell-their-story**](http://www.latimes.com/business/technology/story/2020-06-24/diversity-in-tech-tech-workers-tell-their-story)**.**

**Summary**

Bhuiyan et al. disprove the fable of the technology industry that values community because of their knowing, skills, parts, and capacities, not their racial origin. The writers compiled and shared stories from different interviews with several (mathematics, technology, science, engineering) employees who belong to the minority populations. In October 2019, an image sharing, and social media service ‘Pinterest’ got attacked because they allowed pictures of a wedding at modern slave plantation on their platform. A story from Google that supported its employees to check others and be on the monitoring for prohibited visitors. Because they were often notable as strangers, google was harming Ethnic minorities working for it by continual checks. Employers often make addressing discrimination employee’s responsibility: for example, one employee was told if he wants to see more of his Latino friends in the workplace, he must invite them.

**Quotes**

1. “I want sustained investment in a community that you have ignored and I would like companies to admit they have ignored these communities (Bhuiyan et al., para 15).”

2. “Diversity programs are usually “just a person with an initiative and you’re lucky if they happen to stay long enough to see it through (Bhuiyan et al., para 18).”

3. “There’s a point at which it doesn’t really matter what your intent is, the outcomes are unjust (Bhuiyan et al., para 22)”

**Rhetorical Analysis**

The article is a journalistic piece and the writing style of Bhuiyan et al. is accurate and realistic. It is covering a pertinent social issue by announcing the affected employees and their experiences. The intended audience of the article is general audiences wanting to be up to date with the news of the tech industry, also tech employers and employees. Hussein and Bhutan are immigrant women, and Davis is a white man working in the tech field. They have experienced the described issue.

**Reflection**

Very often, it seems that the most vulnerable employees are hurting by a practice that profits the company. Because of that, the article made me think of equalizing business interests with morals. The ethical and commercial behavior principles of the employees of a company should be their guide to learning how to interact with each other, regardless their ethnic origin.

1. **TechLead, “Growing up Asian American… Racism, Discrimination, and Why I Deserve More.” YouTube, uploaded by TechLead Show, 10 July 2020, http://www.youtube.com/watch?v=bM444PDW3pY&t=46s.**

**Summary**

In his video, Patrick Shyu, known on YouTube under his nickname TechLead, acknowledges the existence of national origin discrimination in the United States. He elaborates on some hurtful stereotypes that he had to fight against at school, in academia, and in the workplace. The blogger does not appreciate it when people put labels on other based on their origin. At the same time, he thinks that Asian-Americans in the United States often do it themselves. They form tight-knit community where the only common denominator is their race while their unique identities are erased for the sake of shared interests. Shyu says that he refuses to identify himself only through the lens of his national origin, nor is he willing to play a race card to win more privileges in life. According to the blogger, playing a victim is counterproductive, and often a person may convince themselves that they are incapable and defeated just because they are different.

**Quotes**

1. “I realized very early on is that you can really only get so far by begging other people to help you out and to give you things.”

2. “I’m unique in myself and the skin color is not going to change that I may have more in common with somebody of a totally different race ethnicity [than another Asian-American].”

**Rhetorical Analysis**

The author of this video is a former Google tech lead (leading engineer) of Japanese origin. Shyu’s argument is credible because as evidenced by his career, he was not impeded by his ethnicity, though at times, stereotypes were frustrating. The video is independent for general audiences, and especially those Asian-Americans who start to lose faith in themselves because of discrimination. Shyu’s tone is serious, introspective, and sincere: he knows how to convince the viewer without using any external sources and relying solely on his experience.

**Reflection**

I chose this video because it is an example of how a person can cultivate self-agency and beat all odds. I do not think that Shyu shirks the responsibility for fighting discrimination to minorities. Instead, he argues that waiting for things to change may take forever. The best way to live one’s life is to build up self-confidence and get rid of victim mentality.

1. **Yücel, Emine. “‘Why is this place full of Indians?’ A look at discrimination in the tech industry.” *Condor*, 31 July 2020, candor.co/articles/immigration-intel/why-is-this-place-full-of-indians-a-look-at-discrimination-in-the-tech-industry.**

**Summary**

A tech corporation based in Florida clearly prevented Indians from eligible candidates. Yücel shared the job advertisement posted by the company and the tech community forced the company to apologize on Twitter, after they were angered and quick to call the practice rejected. The author discusses that the aggressive job advertisement is not casual because it mirrors the deep-seated discrimination versus tech Indians. The article shares personal experiences disclosing implied bias and aggressiveness experienced by Indian origin employees in the workplace. For example, the person who is interviewed was asked to bring an ethnic welcome gift for coworkers the day when he joined the company.

**Quotes**

1. “You can always find people who are racist. Wherever you go, there will be somebody. Because those people just can’t hide it (Yücel, para. 15).”

2. “I think for most us, it’s kind of this subconscious feeling (Yücel, para. 19).”

3. “I think [working with diverse teams] plays a huge role in why I’ve never really experienced discrimination at the office and why our team works so well together (Yücel, para. 31).”

**Rhetorical Analysis**

In the article, the author is looking to remove a cover from one of the most serious problems of the tech industry. The intended audience are both employees experiencing discrimination and employers. Yücel’s article stays realistic and regular.

**Reflection**

For me, Indians do not treat people of their own ethnicity more than white people and that is the most unexpected part of the article. When Indians move to the US, they do not leave hurtful social patterns beyond.

**Conclusion**

Although it is illegal, research supported my supposition that national origin discrimination still exists in US companies. It was surprising to learn that the technology industry is not an exception, contrary to common belief. I used to think before analyzing the sources that the technology industry is free of bias, and that officials and managers value talents, competencies and skills, and are able to look beyond citizenship, skin color or race or immigrant status. It turns out that the truth is more shameful than I expected, as the major technology companies are not interested in creating a suitable environment for minorities and making them feel safe in the workplace, by putting a comprehensive end to discriminatory practices. Once again, through the personal stories I have read, I found support to my opinion that the bias against workers of foreign origin has become understandable. Instead, despite the very slight acts of discrimination, it still hurts employees’ pride. Among all the sources, I found Shyu's viewpoint interesting because it shows that a person regains their right to be themselves and in their own path. New knowledge is extremely important because it can open people's eyes to the long-dated problem of national origin discrimination.

For the Unit 3 project, I think writing a newspaper or magazine article, perhaps geared toward readers in the technology industry, can help me transfer these ideas to those who enter the technology industry and those who hire them.