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Racism in the workplace

Introduction

Racism in the workplace has been an issue for millions of minorities for decades. The consequences have been draining to many families and young men and women trying to climb the economic ladder. The impact is huge, it includes lack of work flow, lawsuits as well as many lost customers. Not only is it morally wrong but the real question is why is it 2021 and there is still a huge percentage who feel safer working from home. Who is the problem and how can we as a society come together as a whole to break this cycle? Clearly everything that has been previously done has not created the greatest change. The results have not been changing. As a society we need to come together and create a new strategy that equally works for everyone.

When the school administration sets up all of black history to be deemed as something horrific and scary. A history that is related to bloodshed and violence and the prime topic is always slavery. We continually learn about the harsh conditions African Americans forever had to face and who were always treated as the lower ranking of the bottom of a pyramid. It is important that teachers instill a lesson on black futures and in particular the future prospects in adult life for black children.

Is it our fault for normalizing these disgusting lesson plans for decades and teaching it to our future generations of children? Maybe the economic ladder is an illusion. An illusion that if

you work hard enough and give blood, sweat and tears to a career it will benefit you and your children in the long run. That is not true. Many contribute their lives to something but because they cannot hide who they are they will eventually face racism. If it wasn't an illusion then that means anyone no matter the race can work the same amount and have the same success rates. Unfortunately in this nation , if you are a minority in a workplace you have to work three times as hard to prove your worth.

Citation #1:

Written by Adwoa Bagalini, Engagement. “5 Ways Racism Is Bad for Business – and What We Can Do about It.” *World Economic Forum*,
<https://www.weforum.org/agenda/2020/07/racism-bad-for-business-equality-diversity/>.

Discrimination in the workplace can harm employee health and an organization’s productivity. Diversity is what sets a good business and great cash flow. When you have employees from all over the world working together, different and unique ideas are sparked. The limits of creation are so high at that point and the results are outstanding. In the article “ 5- ways racism is bad for business and what we can do about it” Written by Adwoa Bagalini the author mentions how diversity is proven to boost innovation and as a result companies financial performance. He says how it can help firms move away from “limited unilateral thinking” and guide them towards discovering new products, markets and ways of doing business.(5- ways racism is bad for business). This is a huge key to keep in mind because when you see a company that is blooming the majority of the time they have a diverse team working together behind the scenes. Something the author mentioned that stood out to me was in the US for example more than half of black employees say they have experienced racism at work. And as one man told

fortune the issue can become more visible the further up the ladder people climb. (5- ways racism is bad for business and what we can do about it) Which should be contrary due to the illusion that once you reach the top you won't have to worry about any of that nonsense.

Citation #2:

“How Racism Impacts Black Women in Corporate America Part I.”

<https://www.youtube.com/watch?v=8JxVW1s0lrU>

In a video called how racism impacts black women in corporate america is a small example of how successful African American women working in america feel uncomfortable. For example some of their employees would make a side comment about them indirectly. Some even experienced bullying within groups of people and found themselves dealing with it head on. One of the questions mentioned was how silence or judgement paralyzed your voice and efforts in the workplace. All five women firmly said enough is enough. It is because of the silence and holding back that this is still happening now. They mentioned how as a community there needs to be more pushing. One woman said to allow that level of anger to fuel the fire you throw in the racists faces (How racism impacts black women in corporate america).

Citation #3:

Ayers, Author: Christin. “For Many Black Employees, Working from Home Is a Refuge from Racism.” *king5.Com*, 23 Sept. 2021,

<https://www.king5.com/article/news/community/facing-race/for-many-black-employees-working-from-home-is-a-refuge-from-racism/281-bed486f1-21e4-4171-b8ab-4ef0f8d53669>.

What does that mean for many African Americans who feel much safer working from home in the twenty-first century . In the article “For many black Americans working from home is a refuge from racism” Held said working from home has offered employees of color a refuge from workplace racism. She mentioned that “after having experienced some level of relief, they don't want to go back”. The future forum survey found that when the pandemic hit and increasing numbers of black employees began working from home, their ability to manage stress skyrocketed by 64%, while their sense of belonging in the workplace jumped 50% .(working from home is a refuge from racism.) She mentioned how working from home allowed her to be her whole self in a way that she feels she cannot be in the office. That means as a society we failed minorities and people of color once again. This means we need to start putting people first. The future forum survey concluded that employers can help ease the burden on black employees and other employees of color by embracing flexible work.

In the article “For many black Americans working from home is a refuge from racism” it states that a survey found only about 3% of black employees who work from home want to return full-time in person. (working from home is a refuge from racism). That is mind blowing information. Racism would eliminate the work efficiency of the work dynamics. Some employees may even feel uncomfortable working with certain races, leading to a lack of work flow. If the company has racist employees this will affect the way they treat their customers. It will not take long for the company to start plummeting down. The operation of the company will be affected, as many customers might feel discriminated against or not appreciated and may leave the company and start going to other competitors. Christin Ayers mentions in the article that according to the Bureau of Labor Statistics, 13.4% of Americans continue to work from home or telework amid the COVID-19 pandemic. A majority of them have no desire to return to

the office full-time, but that number is particularly high for black americans. (working from home is a refuge from racism). Without kindness and respect you cannot run a business smoothly.

Conclusion

In conclusion racism in the workfield is not an issue that can easily be fixed overnight. It has now been decades and new strategies need to be put into place for better results. Not only is it mentally draining many employees but it has reached a point where people much rather work from home. As a nation if you allow this, then automatically the workfield will be much more divided. Its like taking ten steps back after taking the first step toward positive change. It's a huge challenge to control this trickling down effect. It is best to begin with the younger generations. In schools it is essential for them to change the information being taught non stop. It is tiring to only hear about discrimination and bloodshed when related to african americans. In the video regarding the five successful african american women who work in corporate she mentions how it is her job to empower her team yet she can't seem to find the strength to empower herself. We need to come together and get rid of a system that has not benefited anyone other than the superior. We need to get rid of the negative content being taught to our younger children but rather replace that content with success stories to motivate young black and brown students. By doing so we have a much bigger chance as a society of shutting down racism in the workplace. Our differences are what makes us better as a whole.