

Student 2

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CADS Assignment: Racism to Sexism

Racism and Sexism are two factors that are a constant issue in society. In a sad reality , most problems within society stem from racism so it is no surprise that racism and sexism are tied together. Racism is discrimination based on the color of a person's skin , and Sexism is discrimination based on an individual's gender. Another sad reality is that black men and women are the ones that suffer from racism and sexism the most. There are literally hashtags and movements entitled #ProtectBlackWomen and #ProtectBlackMen. These hashtags primarily stem from racism but sexism as well as it relates to black women.

The cross reference of racism and sexism mainly occurs in the workplace. This is evident as women are almost always way underpaid than men. The racism and sexism factors are also seen through the hiring process.

The crosstabulation below represents for or against preferential hiring of women and favor preference in hiring blacks. As seen in the cross tabulation analysis 82.6% of individuals are strongly opposed and strongly against hiring women and blacks. This analysis does not come as a surprise and truly emphasizes not only the racism but sexism that is within society. This type of discrimination leads to a plethora of disadvantages and barriers that black people , men and women face on a daily basis. Also seen below 43.5% are opposed and against hiring black people and women, and 41.6% are strongly opposed and against hiring black people and women. On a slightly positive note , in the crosstab 41.6% of people strongly support and are strongly for

the hiring of both black people and women. However, the majority of the high percentages come from being opposed and against hiring women and black people. Whereas the majority of those who support and are for hiring black people and women have low percentages. In the end, those strongly opposed and strongly against hiring black people and women have the highest percentage. Out of the total count , that makes 53.8% of people who are against being the highest and those who strongly support and strongly for account for only 12.9%, being the second lowest.

Due to results like these, many movements and organizations are created to break down these barriers.

FOR OR AGAINST PREFERENTIAL HIRING OF WOMEN * FAVOR PREFERENCE IN HIRING BLACKS Crosstabulation

| | | | FAVOR PREFERENCE IN HIRING BLACKS | | | | |
|---|------------------|---|-----------------------------------|-----------------|----------------|----------------------------|--------|
| | | | STRONGLY SUPPORT PREF | SUPPORT PREF | OPPOSE PREF | STRONGLY OPPOSE PREF | Total |
| FOR OR AGAINST PREFERENTIAL HIRING OF WOMEN | STRONGLY FOR | Count | 52 | 15 | 24 | 34 | 125 |
| | | % within FOR OR AGAINST PREFERENTIAL HIRING OF WOMEN | 41.6% | 12.0% | 19.2% | 27.2% | 100.0% |
| | FOR | Count | 14 | 12 | 17 | 17 | 60 |
| | | % within FOR OR AGAINST PREFERENTIAL HIRING OF WOMEN | 23.3% | 20.0% | 28.3% | 28.3% | 100.0% |
| | AGAINST | Count | 5 | 19 | 70 | 67 | 161 |
| | | % within FOR OR AGAINST PREFERENTIAL HIRING OF WOMEN | 3.1% | 11.8% | 43.5% | 41.6% | 100.0% |
| | STRONGLY AGAINST | Count | 4 | 4 | 33 | 195 | 236 |
| | | % within FOR OR AGAINST PREFERENTIAL HIRING OF WOMEN | 1.7% | 1.7% | 14.0% | 82.6% | 100.0% |
| Total | | Count | 75 | 50 | 144 | 313 | 582 |
| | | % within FOR OR AGAINST PREFERENTIAL HIRING OF WOMEN | 12.9% | 8.6% | 24.7% | 53.8% | 100.0% |

In connection to the racism factor, critical race theory comes to mind. Critical Race Theory is a theory that examines the study of race and racism in society. CRT also emphasizes how race can intersect with other identifying markers like gender. The high percentages of those who are strongly opposed and strongly against hiring black people and women are the exact reason why theories like CRT exist. These results prove theories such as CRT to be true in some aspects. As long as racism and sexism exist then the CRT and many other barriers will remain intact.

In short, racism and sexism are two major issues in society that we must continue to work to see a change . Although they seem unattainable, especially racism, the importance of breaking down the barriers and disrupting these ongoing issues is extremely important and needed in society.

Contributing to organizations that cater to stopping racism and sexism and being knowledgeable on theories such as CRT are also necessary to continue dismantling racism and sexism.