**Extra Credit Assignment**Worth 50 points

Instructions  
Using the materials provided on the Extra Credit Assignment: Issues in Gender and Race page, offer responses to each of the questions/requests for information.

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**Workforce Diversity and the Gender Pay Gap**

**What are three of the causes of the gender pay gap?**  (Worth 9 points)

**Step 1:** Read/watch required material the week 5 required material,   
**Step 2:** List then briefly explain three causes of the gender pay gap. Bullet points can be used.

1. **Women are still responsible for child and family care**

Because of this, many women seem to take more day offs, reduce the number of hours they work, or even quit their jobs just to take care of the child and/or family.

1. **Women work on lower paying works than men**

Most of the male dominant fields are Science and Engineering which pays a lot than most of the female dominant fields like Admin assistants. According to the video, men, in male dominant jobs, get paid double the amount than females in female dominant jobs

1. **Gender discrimination**

Both men and women, according to the video, have agreed that gender discrimination exists in today’s workplace, which is also a reason why women do not get paid equally paid as men. A survey conducted by pewresearch also suggested that more women have been discriminated at work just because of their gender

**How is intersectionality an issue in regard to the pay gap?** (Worth 8 points)

**Step 1:** Read the week 5 required material.  
  
**Step 2:** Highlight how intersectionality is an issue in relation to the gender pay gap.  
Must discuss gender and 2 other dimensions of diversity. Bullet points can be used.

1. Race

Considering the hiring discrimination against non-white individuals, it's not amusing that ladies of color, including dark, Latina, and Asian ladies, experience longer times of joblessness contrasted with white ladies, influencing the amount they will acquire through the span of their vocations. Further, having less callbacks implies having less openings for work and less utilizing power during compensation negotiations. Additionally, when females of color do make sure about a vocation, they face exceptional obstructions in propelling their professions.

1. Age

As explained in question 1, women dominant workplaces are usually admin assistant and secretaries, in which the age plays an important role. It is worth noting that women because of their age are being paid a lot less than younger women (<https://www.cnbc.com/2019/04/02/heres-how-much-men-and-women-earn-at-every-age.html>)

**Recognize the gender pay gap in New Jersey** (Worth 5 points)  
**Step 1:** Open the National Women's Law Center’s State by State Rankings. Find the wage gap for the following cohorts. Each cohort is associated with a different chart.  
  
**Step 2:** Fill in the chart below.

For every $1.00 a White (non-Hispanic) man makes in New Jersey, how much do the following cohorts make?

|  |  |
| --- | --- |
| **Female Cohorts by Race** | **For every $1.00 a White man makes in New Jersey, a female makes:** |
| Asian women | 86.7 |
| White women | 74.0 |
| Latino women | 42.9 |
| Black women | 58.1 |
|  |  |

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**Workforce Diversity: Racial Slurs**

**What are the critical concepts associated with the racial slurs?** (Worth 12 points) **Step 1:** Read the What Are Racial Slurs? section of the research article: Why Do Racial Slurs Remain Prevalent in the Workplace?

**Step 2:** In your own words, **develop a list of four (4) concepts that you’d use to explain what you know regarding the seriousness of racial slurs.***Can use bullet points.*

1. **Interpersonal aggression:**

This type of discrimination happen at workplace because of some misunderstanding between co workers leading up to being rude to one another and try to harm by foul and unsuitable language. This usually happens when people start gossiping around and maybe even start rumors while doing that. At times of competing with each other or blaming each other for the mistakes, this type of racial aggression is used

1. **Serious interpersonal aggression:**

People at workplace, when start mimicking the co workers by making fun of how they look or talk (accents etc.), this type of aggression falls under serious interpersonal aggression which is an overt form of discrimination

1. **Discriminatory aggression:**

When the aggressor puts themselves on a superior group and others on an inferior group while discriminating against them, is type of a discriminatory form of racial slurs. This is usually intended to intentionally harm others verbally by discriminating against them.

1. **Aggressive as a group:**

At workplaces, people of same social groups try and form a group to discriminate against an inferior social group of people. These types of racial slurs are usually intended to make oneself feel less about themselves by making them realize that they belong to an “inferior” group than the aggressors

**Research Findings: Research Adds to Our Understanding of Why People Don’t Speak Out**(Worth 8 points)In week 9, we watch a video that features lead author Ashleigh Shelby Rosette, of the article Why Do Racial Slurs Remain Prevalent in the Workplace discuss particulars of the study.

**Step 1:** Watch the required week 9 video “Exploring Workplace Racial Slurs.

**Step 2:** Answers the questions below:

**What’s the “reinforcing pattern” discussed in the study?**

The study they did showed that the social dominant groups are more likely to use, more likely to observe, and least likely to speak up about the racial slurs. The study shows this can go on and on and can continue perpetually within a workplace. That is the “reinforcing pattern” discussed in the video.

**What are the concepts that are missing in the following statement?**

Previous research identified that people who witness racial slurs being made don’t take action because … (Part A). As a result of the study Rosette discusses in the video, we now know that another reason why people don’t speak out is… (Part B)

Part A: … because of what they stand to lose. So, they may not speak out because they might be scared to lose friendships or career opportunities  
Part B: … because of what they stand to gain. Social dominant groups might not be speaking against it is because they do not have anything to gain from it, as racial slurs might only be making their stance stronger (which is completely false)

**What Leaders Can Do (**Worth 8 points) **Step 1:** Read the Managerial Implications section of the research article: Why Do Racial Slurs Remain Prevalent in the Workplace?

**Step 2:** Discuss the conclusion that researchers came to regarding reducing racial slurs in the workplace.

**What considerations and actions should leaders (managers; team leaders) recognize to make a positive impact on reducing racial slurs in the workplace?**

Rather than utilizing post hoc activities to deal with the limits of racial gatherings, preemptive mediations might be required. Instead of concentrating principally on dealing with the limit between various gatherings, the article proposes that managers ought to know that the foundation of an atmosphere that forestalls segregation may need to start inside a workplace. Given that racial slurs much of the time happen in casual settings where authoritative individuals build up social ties, managers should energize positive connections that are demographically differing. Specifically, assorted variety and incorporation preparing ought to include modules that consider the intergroup elements of socially predominant and socially subordinate gatherings as opposed to simply concentrate on contrasts between individuals regarding personality, convictions, customs, and different variables that don't straightforwardly identify with social chains of importance.