

1. Record Nr.	UNINA9910807464503321
Titolo	Race, identity and work // edited by Ethel L. Mickey and Adia Harvey Wingfield
Pubbl/distr/stampa	Bingley, England : , : Emerald Publishing, , [2019] ©2019
ISBN	1-78769-503-4 1-78769-501-8
Edizione	[First edition.]
Descrizione fisica	1 online resource (281 pages)
Collana	Research in the sociology of work, , 0277-2833 ; ; volume 32
Disciplina	658.3008
Soggetti	Diversity in the workplace Minorities - Employment Work - Social aspects Social Science - Discrimination & Race Relations Sociology: work & labour
Lingua di pubblicazione	Inglese
Formato	Materiale a stampa
Livello bibliografico	Monografia
Note generali	Includes index.
Nota di contenuto	Prelims -- Introduction -- Part I Identity and identity work -- "Coming back to who i am": unemployment, identity, and social support -- Sustaining enchantment: how cultural workers manage precariousness and routine -- Part II Racial exclusion at work -- Social capital, relational inequality theory, and earnings of racial minority lawyers -- Racism, sexism, and the constraints on black women's labor in 1920 -- The downward slide of working-class African American men -- Organizational context and the well-being of black workers: does racial composition affect psychological distress? -- Occupational composition and racial/ethnic inequality in varying work hours in the Great Recession -- Part III Challenging racial exclusion -- Does the job matter? diversity officers and racialized stress -- Occupational activism and racial desegregation at work: activist careers after the nonviolent Nashville civil rights movement -- Framing the professional pose: how collegiate black men view the performance of professional behaviors -- Index.
Sommario/riassunto	This volume examines the connections between race and work,

focusing on three key themes. First, contributors consider how racial minorities deal with questions of identity in the workplace. This is especially important as ideas about professionalism often hinge on implicitly racialized criteria, to an extent that racial identity may pose a challenge to meeting occupational requirements. Secondly, contributors address ways racial exclusion occurs in jobs in the new economy: while organizations can no longer legally segregate or discriminate on the basis of race, exclusion processes still occur in the contemporary workplace. Finally, this volume considers the strategies that minority workers use to combat and change patterns of workplace inequality. In the new economy, where workers arguably have limited power relative to organizations, the techniques of the past may not be as effective. Providing valuable insight on a growing segment of the labor force, this book considers the US's rapidly changing racial demographics and how this phenomenon fundamentally alters many aspects of work, providing an in-depth understanding of how race affects work for people of color across occupations, workplaces, and industries.
