

Amarachi Iwe

22 may 2022

Research paper

African Americans were forcefully brought to the United States by Europeans. Upon arrival, they were used as slaves and were worked like animals. They were sold in auctions, had poor living conditions, and suffered severe punishments but through the hardships, they created their own culture and fought for their freedom through several rebellions, marches, and wars. The end of slavery did not mean the end of suffering for African Americans. African Americans still face discrimination in the justice system, schools, and places of work.

Whether by age, gender, or income, African Americans face discrimination at work. “The statistics also find the median earnings of African Americans were lesser as compared to their White counterparts (Bureau of Labour Statistics (BLS), 2011). Further studies have reported that African American professionals experience extreme racism and differential treatment at workplace which affects their performance, career outcomes and rewards (Greenhaus, et al., 1990; James, 2000; Parks Yancy, 2006).” (Alsaed and Fernandes). African Americans earn less than other workers despite the fact they makeup almost the same amount of total labor force. This happens because of racial discrimination. Work should be a safe space for you because you should be in the right state of mind not only to be efficient in your work environment but because you spend most of your time there. On the topic of spending most of your time outside of your home, racial inequality also occurs at schools.

As stated by Nicole M. Joseph, “As briefly described above, our system of public education is riddled with racial inequity. These inequities exist in school funding (Aleman, 2007; Holzman, Donnell, Fashola, Slama, Thapa, & Beaudry, 2009; Wishon, 2004) ... If the educational opportunities available to

White students in our public schools were made available to all our students, the United States would have been the 7th highest scoring nation in mathematics, 2nd highest scoring nation in reading, and the 4th highest scoring nation in science.” School funding plays a big part as a form of racial inequality. If all schools are funded equally despite the area you live in, a lot more African American students will be equally successful. The amount of funding a school gets influences the quality of the material being taught to students. So long the school funding is inequal, there will always be a learning gap since all the school’s financial standards have not been met; that learning gap can lead to the wealth gap due to the information not taught at the poorly funded schools. In passing the topic of school, school discipline also plays a part in racial inequality. According to Nicole M. Joseph, “Further, Black students are 1.9 times as likely to be expelled from school and are 2.3 times more likely to be disciplined through law enforcement than their White peers (U.S. DOE OCR, 2016). The extensive analysis of U.S. Civil Rights Data provides substantial evidence that there are issues of racial [injustice](#) in U.S. public schools. However, current policies and practices are overwhelmingly engaging in approaches that do not take a serious stance on issues of race, racism, or racial injustice.... By treating school discipline issues as "colorblind" (Bonilla-Silva, 2006), like ESSA does, current policies and approaches are not capable of overcoming serious issues of racial injustice in school and society. In fact, colorblind approaches serve to hide, minimize and overlook serious issues of inequity based on race in school and society.” African American students are more likely to face a harsher punishment than their peers along with their issues also being more than likely ignored due to a system called colorblind ideology. Colorblind ideology can be defined as “the racial ideology that posits the best way to end discrimination is by treating individuals as equally as possible, without regard to race, culture, or ethnicity.” (Williams) Colorblind ideology sounds nice, doesn’t it? If you really give it a second thought, you will realize it is not all that and a bag of chips. Colorblindness makes it seem wrong to talk about race or racial struggles. Which is to say, there is no remedy if there is no communication. This happens a lot with African American students. Put into perspective how unfair it will be if someone that calls an African American student a slur gets the same punishment as someone that says a random curse word. Thats what colorblind ideology does. It

invalidates the struggles of African American students. Relating to discipline, racial inequality is very dominant in the criminal and justice system.

“The structure and process of plea bargaining makes it more likely that the historical racial bias that exists against African American male defendants will taint the negotiation process and justice outcomes. The racial profiling by the police, the presumption of guilt rather than innocence for African American men, the prosecutor’s discretion when charging the defendant, and the justice negotiation’s speed all contribute to the harsher negotiated sentences that African American male defendants receive compared to white male defendants accused of similar crimes. These racially tainted outcomes threaten the integrity of our justice system, and the core of our democracy.” (Greenberg). African American males are most likely to be premeditated as guilty of a crime and are also more likely to face more time for a crime than other races charged for the same thing. This brings around plea bargaining. According to the oxford dictionary, plea bargaining is an arrangement between prosecutor and defendant whereby the defendant pleads guilty to a lesser charge in exchange for a more lenient sentence or an agreement to drop other charges. Racial biases have been found in the structure of plea bargaining where African Americans are more likely to get convicted or, receive a lesser reduction on sentences than any other race.

Concisely, racial inequality has been a part of America affecting the African American community. Movements such as the stono rebellion, civil rights movement, civil war, Selma to Montgomery march, and more recently, Black Lives Matter protest, etc. all in aim to put an end to racial discrimination but till this day, whether it is at school, work, or in the justice system, African Americans still face discrimination.