

RACIALIZED ORGANIZATIONS THEORY

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DEFINING THE PROBLEM

- ▶ Organizations are not race neutral
- ▶ Racial inequality is not merely “in” organizations but “of” them

RACIALIZED ORGANIZATIONS DEFINED:

Meso-level social structures limiting the personal agency and collective efficacy of subordinate racial groups while magnifying the agency of the dominant racial group.

The ability to act upon the world is constrained (or enabled) by racialized organizations.

A THEORY OF RACIALIZED ORGANIZATIONS

1. organizations enhance/diminish agency
2. resource distribution
3. whiteness as a credential
4. decoupling is racialized

RACIALIZED ORGANIZATIONS SHAPE GROUP-BASED AGENCY

- ▶ Organizations racialize time
- ▶ Organizational hierarchies reinforce expectation of deference
- ▶ Organizations steal time from nonwhites

RACIALIZED ORGANIZATIONS LEGITIMATE UNEQUAL RESOURCES

- ▶ Racial segregation is a foundation characteristic of most organizations
- ▶ Internal organizational hierarchies typically disadvantage nonwhite individuals
- ▶ Racial inequality is reproduced through facially non-racial organizational policy

WHITENESS IS A CREDENTIAL

- ▶ Credentials are (allegedly) neutral statuses legitimating modern stratification systems
- ▶ Excellent field experiments provide important evidence on organizational discrimination (Pager 2003; Pager et al 2009)
- ▶ Blackness, like a criminal record, is also a “negative credential”

RACIALIZED DECOUPLING

- ▶ Racialized organizations often decouple facially neutral rules from actual practice
- ▶ Discrimination complaints often end up punishing victims
- ▶ Decoupling may diminish nonwhite agency

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TOWARDS A RESEARCH AGENDA ON RACIALIZED ORGANIZATIONS

- ▶ Researchers should abandon the idea that organizations are race neutral
- ▶ How have white actors institutionalized their racial concerns?