

Sociology 290
The Sociology of Discrimination
Fall 2022 – Wednesday, 12-2pm, 402 Social Science Building

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This course is focused on the concept of discrimination. That is, it is not a course on inequality by race, or sex, or gender, or sexual preference, or any other dimension on which people may be placed. Instead, the course concerns the sociological phenomenon of discrimination, a phenomenon that is mired in controversy, including a controversial connection to inequality. Those controversies will be key foci of this course.

We will attend to the theories that have been developed to define and discover discrimination, considering the strengths and weaknesses of each. At the same time, we will consider the empirical investigation of the effects of discrimination. Finally, we will also consider the sociological literature concerning various public policy responses to discrimination.

Assignments and Grading

There are two types of writing assignments: 1) weekly short comments and 2) a final paper. Please submit all work through bCourses, either by typing your work into the site or by submitting a pdf file.

Weekly Précis

Each week students are to write a short (1-3 paragraph) comment that identifies major points in the reading. The assignment is due by 5pm the Tuesday before class.

Final Paper

There are two options for the final paper. Students may write an *empirical research paper* using qualitative and/or quantitative methods that engages the discrimination literature and a question or questions of interest to that research area. Or students may write a *research proposal* that engages the discrimination literature and a question or questions of interest to the field of that research area. Students interested in writing an empirical research paper can look to any of the many papers on the syllabus for clues as to how to structure such a paper. Students interested in writing a research proposal (and students who are searching for research questions as well) are encouraged to go to <https://www.ssrc.org/publications/the-art-of-writing-proposals/> page and download "The Art of Writing Proposals: Some Candid Suggestions for Applicants to Social Science Research Council Competitions." This resource describes general issues that will be helpful to anyone drafting a proposal. Of course, students are expected to discuss their final projects at an early stage with other members of the class, *including* the professor.

To aid the production of the final version of the paper, a short “Paper Progress Memo” is required, and is due October 5, and an outline of the final paper is due on November 2.

The course grade will be based on attendance (i.e., showing up), class participation (i.e., speaking in class), regularly submitted short comments (on time), and the final paper. Every member of the class is required to speak in class every class, without prompting from others.

Reading Materials

Much of the reading material is available via JSTOR or Google Scholar. Articles that can be accessed in this manner are noted in the syllabus with a bold **JSTOR** or **Google Scholar** after the citation. A few of the articles are available at one or more other sites if accessed from a machine on the UC-Berkeley network; in such cases **UCLibrary** will appear in bold after the citation, signifying that you need to call up the journal through the University Library system and then find an electronic copy of the paper. Some resources are at entirely separate sites (e.g., court decisions, popular media), and I have provided a link to those. The very small number of articles that will be in a Reader are marked with the word **READER** at the end of the citation. You may rent or buy at Copy Central, 2411 Telegraph Ave, (<https://copycentral.com/2411-telegraph-ave/>) through their deal with RedShelf (<https://copycentral.redshelf.com/>). If you buy the Reader you may pick it up at the store or ask them to mail it to you. If you rent the Reader you will have access to the material for 180 days; afterward you will lose access to any mark-ups you may have made to your electronic copy.

The one book assigned for this class is available in paperback at amazon.com and other online retailers:

Lucas, Samuel R. 2008. *Theorizing Discrimination in an Era of Contested Prejudice: Discrimination in the United States*. Philadelphia, PA: Temple University Press.

as well as online at the UCLibrary at:

https://search.library.berkeley.edu/discovery/fulldisplay?docid=alma991085879596006532&context=L&vid=01UCS_BER:UCB&lang=en&search_scope=DN_and_CI&adaptor=Local%20Search%20Engine&tab=Default_UCLibrarySearch&query=any,contains,Theorizing%20Discrimination&offset=0

COURSE-PLAN

– **Aug 24** – Introduction to the Course, Introduction of the Course Participants

DEFINITIONS OF DISCRIMINATION

– **Aug 31** – Discrimination as Defined in US Law

Blank, Rebecca, Marilyn Dabady, and Constance F. Citro. 2004. "Defining Discrimination," pp. 39-54 in *Measuring Racial Discrimination*, edited by Rebecca Blank, Marilyn Dabady, and Constance F. Citro. Washington, DC: National Academies Press. **UCLibrary**

MacKinnon, Catherine. 2001. "Concurring in judgment," pp. 143-157 in *What "Brown v. Board of Education" Should Have Said*, edited by Jack M. Balkin. New York, NY: New York University Press. **Project Muse**

Masterpiece Cakeshop, Ltd., et Al. v. Colorado Civil Rights Commission et. al. (2018)
<https://www.oyez.org/cases/2017/16-111> (All opinions)

– **Sep 7** – Key Economic Theories of Discrimination

Becker, Gary. (1957) 1971. *The Economics of Discrimination, second edition*. Chicago: The University of Chicago Press. (pp. 9-18). **UCLibrary**

Aigner, Dennis J., and Glen G. Cain. 1977. "Statistical Theories of Discrimination in Labor Markets." *Industrial and Labor Relations Review* 30: 175-187. **JSTOR – Please read, and I will give a brief 15 minute lecture on the key points during class.**

Tilcsik, András. 2021. "Statistical Discrimination and the Rationalization of Stereotypes." *American Sociological Review* 86: 93-122. **Google Scholar**

– **Sep 14** – Discrimination as a (Damaged) Social Relation

Lucas, Samuel Roundfield. 2008. *Theorizing Discrimination in an Era of Contested Prejudice: Discrimination in the United States, Volume 1*. Philadelphia, PA: Temple University Press. **BOOK, UCLibrary**

CAUSES OF DISCRIMINATION

– **Sep 21** – Psychological Theories of the Causes of Discrimination

Glick, Peter, and Susan T. Fiske. 2001. "An ambivalent alliance: Hostile and benevolent sexism as complementary justifications for gender inequality." *American Psychologist* 56, 2:

109-118. **Google Scholar**

Fiske, Susan T. 2002. "What We Know About Bias and Intergroup Conflict, the Problem of the Century." *Current Directions in Psychological Science* 11: 123-128. **Google Scholar**

Merritt, Deborah J. 2008. "Bias, the Brain, and Student Evaluations of Teaching." *St. John's Law Review* 82: 235-287. **Google Scholar**

– **Sep 28** – Demographic Theories of the Causes of Discrimination

Kanter, Rosabeth Moss. 1977. "Some Effects of Proportions on Group Life: Skewed Sex Ratios and Responses to Token Women." *American Journal of Sociology* 82: 965-990. **JSTOR**

King, Ryan D., and Darren Wheelock. 2007. "Group threat and social control: Race, perceptions of minorities and the desire to punish." *Social Forces* 85: 1255-1280. **Google Scholar**

Barth, Jay, and L. Marvin Overby. 2003. "Are Gay Men and Lesbians in the South the New "Threat"? Regional Comparisons of the Contact Theory." *Politics & Policy* 31: 452-470. **Google Scholar**

✱ – **Oct 5** – Marxist Theories of the Cause of Discrimination – **Paper Progress Memo Due**

Bonacich, Edna. 1976. "Advanced Capitalism and Black/White Race Relations in the United States: A Split Labor Market Interpretation." *American Sociological Review* 41: 34-51. **JSTOR**

Roemer, John E. 1979. "Divide and Conquer: Microfoundations of a Marxian Theory of Wage Discrimination." *The Bell Journal of Economics* 10: 695-705. **JSTOR**

Semyonov, Moshe, and Yinon Cohen. 1990. "Ethnic Discrimination and the Income of Majority-Group Workers." *American Sociological Review* 55: 107-114. **JSTOR**

EFFECTS OF DISCRIMINATION

– **Oct 12** – Effects of Discrimination?

Bertrand, Marianne, and Sendhil Mullainathan. 2003. "Are Emily and Greg More Employable than Lakisha and Jamal? A Field Experiment on Labor Market Discrimination." *American Economic Review* 94: 991-1013. **JSTOR**

Heckman, James J., and Peter Siegelman. 1993. "The Urban Institute Audit Studies: Their Methods and Findings," pp. 187-258 in *Clear and Convincing Evidence: Measurement of Discrimination in America*, edited by Michael Fix and Raymond J. Struyk. Washington,

DC: Urban Institute Press. **READER**

Goldin, Claudia, and Cecilia Rouse. 2000. "Orchestrating Impartiality: The Impact of 'Blind' Auditions on Female Musicians." *American Economic Review* 90: 715-741. **JSTOR**

Badgett, M.V. Lee. 1995. "The Wage Effects of Sexual Orientation Discrimination." *Industrial and Labor Relations Review* 48: 726-739. **JSTOR**

Lucas, Samuel Roundfield. 2013. "The Comparative Measurement of Expected Exposure to Discrimination," pp. 90-137 in *Just Who Loses?: Discrimination in the United States, Volume 2*. Philadelphia, PA: Temple University Press. **Project Muse**

Lucas, Samuel Roundfield. 2013. "Mortality and Discrimination," pp. 263-294 in *Just Who Loses? Discrimination in the United States, Volume 2*. Philadelphia, PA: Temple University Press. **UCLibrary**

Friedman, Carli. 2019. "Ableism, Racism, and Subminimum Wage in the United States." *Disability Studies Quarterly* 39: . **UCLibrary**

RESPONSES TO DISCRIMINATION

– **Oct 19** – Policy Response: Enforce Anti-Discrimination Law?

Balkin, Jack M. 2001. "The History of the *Brown* Litigation," pp. 29-41 in *What "Brown v. Board of Education" Should Have Said*, edited by Jack M. Balkin. New York, NY: New York University Press. **Project Muse**

Donato, Rubén, and Jarrod Hanson. 2019. "Mexican-American Resistance to School Segregation." *Phi Delta Kappan* 100, no. 5: 39-42. **Google Scholar**

Powers, Jeanne M. 2008. "Forgotten History: Mexican American School Segregation in Arizona from 1900–1951." *Equity & Excellence in Education* 41: 467-481. **Google Scholar**

Hudson, Mildred J., and Barbara J. Holmes. 1994. "Missing Teachers, Impaired Communities: The Unanticipated Consequences of *Brown v. Board of Education* on the African American Teaching Force at the Precollegiate Level." *Journal of Negro Education* 63: 388-393. **JSTOR**

Bell, Derrick A., Jr. 1980. "*Brown v. Board of Education* and the Interest-Convergence Dilemma." *Harvard Law Review* 93: 518-533. **JSTOR**

– **Oct 26** – Policy Response: Revise/Restore Affirmative Action?

American Sociological Association. 2003. *Brief of the American Sociological Association, et al., as Amici Curiae in Support of Respondents in Barbara Grutter v. Lee Bollinger et al.* (January 2003). <https://www.asanet.org/file/19555>

Loury, Glenn C. 1992. "Incentive Effects of Affirmative Action." *Annals of the American Academy of Political and Social Science* 523: 19-29. **JSTOR**

Collins, Sharon M. 1997. "Black Mobility in White Corporations: Up the Corporate Ladder but out on a Limb." *Social Problems* 44: 55-67. **JSTOR**

Bleemer, Zachary. 2022. "Affirmative Action, Mismatch, and Economic Mobility after California's Proposition 209." *The Quarterly Journal of Economics* 137: 115-160. **Google Scholar**

Starck, Jordan G., Stacey Sinclair, and J. Nicole Shelton. 2021. "How university diversity rationales inform student preferences and outcomes." *Proceedings of the National Academy of Sciences* 118, no. 16: e2013833118. **Google Scholar**

Kalev, Alexandra, Frank Dobbin, and Erin Kelly. 2006. "Best Practices or Best Guesses? Assessing the Efficacy of Corporate Affirmative Action and Diversity Policies." *American Sociological Review* 71: 589-617. **Google Scholar**

✳– **Nov 2** – Policy Response: Re-Evaluate Jobs and Reward Structures? – **Paper Outline Due**

Steinberg, Ronnie J. 1990. "Social Construction of Skill: Gender, Power, and Comparable Worth." *Work and Occupations* 17: 449-482. **Google Scholar**

England, Paula, Melissa S. Herbert, Barbara Stanek Kilbourne, Lori L. Reid, and Lori McCreary Megdal. 1994. "The Gendered Valuation of Occupations and Skills: Earnings in 1980 Census Occupations." *Social Forces* 73: 65-100. **Google Scholar**

Pincus, Laura, and Bill Shaw. 1998. "Comparable Worth: An Economic and Ethical Analysis." *Journal of Business Ethics* 17: 455-470. **Google Scholar**

– **Nov 9** – Policy Response: Eliminate Information?

Agan, Amanda, and Sonja Starr. 2018. "Ban the box, criminal records, and racial discrimination: A field experiment." *Quarterly Journal of Economics* 133: 191-235. **Google Scholar**

Kane, Thomas J. 1998. "Racial and Ethnic Preferences in College Admissions," pp. 431-456 in *The Black-White Test Score Gap*, edited by Christopher Jencks and Meredith Phillips. Washington, DC: Brookings Institution Press. **UCLibrary**

Standardized Testing Task Force. 2020. "Cover Letter," through "How How UC Uses Standardized Tests in Admissions," p. 1 of pdf through p. 16 of the report, *Report of the Academic Council's Standardized Testing Task Force*.
<https://senate.universityofcalifornia.edu/committees/sttf/reports.html>

– **Nov 16** – Policy Response: Provide Reparations?

Van Dyke, Jon M. 2003. "Reparations for the Descendants of American Slaves Under International Law," pp. 57-78 in *Should America Pay? Slavery and the Raging Debate on Reparations*, edited by Raymond A. Winbush. New York, NY: Amistad Publications, an imprint of HarperCollins. **READER**

Rubio-Marín, Ruth, and Pablo de Greiff. 2007. "Women and reparations." *The International Journal of Transitional Justice* 1: 318-337. **Google Scholar**

Posner, Eric A., and Adrian Vermeule. 2003. "Reparations for slavery and other historical injustices." *Columbia Law Review* 103: 689-747. **Google Scholar**

Horowitz, David. 2001. "Ten Reasons Why Reparations for Slavery is a Bad Idea for Blacks—and Racist Too", *The Black Scholar*, 31:2, 48.
<https://doi.org/10.1080/00064246.2001.11431145>

– **Nov 30** – Community Response: Build Separate Forms or Institutions

Brown, Robert A., and Todd C. Shaw. 2002. "Separate nations: Two attitudinal dimensions of Black Nationalism." *Journal of Politics* 64: 22-44. **Google Scholar**

Bauman, H-Dirksen. 2009. "Postscript: Gallaudet protests of 2006 and the myths of in/exclusion." *Sign Language Studies* 10: 90-104. **JSTOR**

Brown, Betsy. 1995. "The Art of the Impossible: Some Thoughts on Lesbian Separatist Strategy." *Off Our Backs* 25, 11: 8-10.

– **Dec 7** – Wrap-up Discussion

✻– **Monday, Dec 12** – **Paper Due**

Final Papers in pdf format due via email at 12noon.