Week 2 – Assignment Template: Final Paper Proposal

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Human Resource Management (HRXX)

Instructor: XX

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**Week 2 Assignment Template**

**Final Paper Proposal**

Name: XX

Date: June XXX

Course Number and Title: HRMG XXXHuman Resource Management

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The role of human resource managers in business is persistently evolving, with various challenges to face. For my final project, I would like to discuss discrimination in the workplace, and as discrimination covers many areas, I would like to gear my focus on the challenge of race discrimination. According to the U.S. Equal Employment Opportunity Commission (EEOC) “Race discrimination involves treating someone (an applicant or employee) unfavorably because he/she is of a certain race or because of personal characteristics associated with race (such as hair texture, skin color, or certain facial features).” The EEOC also states that trace discrimination “can involve treating someone unfavorably because the person is married to (or associated with) a person of a certain race or color.”

I chose to write about this topic as I have seen this horrible behavior in my career that spans over 25 years. I have witnessed people being subjected to ridicule and mockery because of their race. Additionally, I have seen people be bypassed for advancements in the workplace due to race.

Below are three resources in which I plan to use in my final project.

**Resource #1**

# Hasford, J. (2016). Dominant Cultural Narratives, Racism, and Resistance in the Workplace: A Study of the Experiences of Young Black Canadians. *American Journal of Community Psychology*, 57(1/2), 158-170.

This article in an academic journal and has gone through ethical and fair peer review by one or more experts in the field. It is based on the journalist’s research into the experiences of workplace racism of black youths and young adults in Canada. Additionally, it discusses the impact of cultural narratives on this experience.

**Resource #2**

Banks, K. H. (2016). How Managers Can Promote Healthy Discussions About Race. *Harvard Business Review Digital Articles*, 2-5.

This article is written by Kira Hudson Banks, Ph.D., an Assistant Professor in the department of psychology at Saint Louis University, and is published by Harvard Business Review, a highly-regarded management magazine. It is based on the author’s research into the experiences of discrimination and how its effects group relations and mental health. It also addresses the need for leaders in today’s globalized workforce to address race and racism.

**Resource #3**

# Davis, L. E. (2016), Race: America’s grand challenge. *Journal of The Society for Social Work and Research, 7*(2), 395-403.

This article in an academic journal that covers research concerned with the field of social work. It addresses issues of social problems as well as policies surrounding them.

The article has gone through a double-masked peer-review process to ensure a fair review by three or more experts in the field. It is written by Larry E. Davis Ph.D., the Dean of the School of Social Work at the University of Pittsburgh. He also the Director the of the University’s Center on Race and Social Problems. The article discusses the racial disparities in jobs, and incomes.

References

Banks, K. H. (2016). How Managers Can Promote Healthy Discussions About Race. *Harvard Business Review Digital Articles*, 2-5.

# Davis, L. E. (2016), Race: America’s grand challenge. *Journal of The Society for Social Work and Research, 7*(2), 395-403.

# Hasford, J. (2016). Dominant Cultural Narratives, Racism, and Resistance in the Workplace: A Study of the Experiences of Young Black Canadians. *American Journal of Community Psychology*, 57(1/2), 158-170.

U.S. Equal Employment Opportunity Commission. (n.d.). *Race/Color Discrimination*. Retrieved June 12, 2017, from https://www.eeoc.gov/laws/types/race\_color.cfm