

Ch. 4 Race

Defining race, ethnicity, and minority group

Race- Based on biological characteristics and one race's presumed genetic dissimilarity to another

Ethnicity- Cultural heritage of a particular group of people

- Ex. language, specific custom, shared history

Minority group- Collection of individuals who share common characteristic and face discrimination in society because of their membership in that group

Race in employment context

Earnings

- Median income- Asian, white, Hispanic, African American
- At least \$50,000- Asian, white, Hispanic, African American

Representation of racial minorities

- Coaches at pro and collegiate level underrepresent racial minorities when considering the dominating number of racial minority participants
- Administration positions in professional leagues underrepresent racial minorities when considering the U.S. population which is dominated by racial minorities
- **Occupational segregation**- Extent to which individuals of various racial/ethnic backgrounds are disproportionately represented in various occupational groupings
- Reasons for racial minority underrepresentation:
 - o Macro
 - **Institutionalized practices**- Result of habit, history, and tradition, activities become standardized
 - Political climate
 - Stakeholder expectations- Coaches, administrators, faculty, athletes, alumni, boosters, community members
 - o Meso
 - Prejudice on part of decision makers
 - **Attributional-ambiguity effect**- Discriminate when normative structure is weak, there are vague guidelines for appropriate course of action, and when negative responses can be attributed to a factor other than race
 - Discrimination
 - Leadership prototypes
 - Organizational culture of diversity
 - o Micro
 - Head coaching expectations and intentions
 - Occupational turnover intentions

Influence of race in sport participation

- Sport and leisure participation
- Positions played on team
- Stereotypes and attitudes
- Athlete treatment