A Literature Review on Race and Identity as it Pertains to Black and Latino Professional Men

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Key Findings and Recommendations

Family Values = Unique Qualities

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<tr>
<th>Family</th>
<th>Values</th>
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<tr>
<td>Respect</td>
<td>- Reception to feedback&lt;br&gt;- Strong work ethic&lt;br&gt;- High regard for Authority</td>
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<tr>
<td>Loyalty and Trust</td>
<td>- Vision and Mission driven&lt;br&gt;- Commitment to the organization&lt;br&gt;- Mentorship to other minority employees</td>
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<td>Communism</td>
<td>- Ability to create meaningful partnerships&lt;br&gt;- Ability to work in difficult projects&lt;br&gt;- Ability to work with diverse teams</td>
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<tr>
<td>Family</td>
<td>- Inculcity built at work&lt;br&gt;- Willingness to help others&lt;br&gt;- Management potential</td>
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Four common family values that Black and Latino men share. Organizations can benefit from these distinct values if utilized correctly.

Disparate Treatment at Work

- Racism
- Cultural Taxation "Becoming the minority expert"
- Self Identity and Social Identity Formation
- Stereotypes
- Microagressions
- Tokenism
- Black and Latino men face disparate treatment in the workplace. It is important to recognize this treatment to understand the effect that it has on the man. The identity that a man of color assumes in the workplace has a great deal to do with how they have experienced the negative treatment at work.

Recommendations

Create Mentorship Programs
Create Professional Network Groups
Develop Diversity Training for Managers
Create Multicultural Seminars

A more inclusive and supportive environment can be created by implementing: Mentorship Programs, Professional Network Groups, Diversity Training for Managers, and Multicultural Seminars.

Introduction

What does it mean to be a minority male professional? The experiences of minority professional men should receive further study to increase their success rate and performance. In particular, many first-generation Black and Latino college graduates attain higher-paying salaries than their less-educated relatives. The disparate treatment they experience at work, as well as the distinct viewpoints that these men of color bring to the workplace is an important factor for organizations to consider.

In this study, I choose to focus on men because I believe there are distinct identity formations of Black and Latino males through their cultural values and treatment at work. I apply these distinct identity markers to professionalism in the workplace. I provide recommendations for managers and organizations to better serve these men. Doing so will create a more inclusive environment that is both equal and race conscious.

Methods

I conducted an extensive literature review comprised of Academic Journals, Business Articles, and two books on organizational structure. I utilized these sources to find key benefits that Black and Latino men bring to the work place. I also highlighted key struggles that these men face through my research. My focus on the struggles and findings on the benefits that these men bring to work is intended to provide managers insight on how to better serve and manage minority male professionals.

Future Research

By utilizing different resources I have developed a hypothesis for the unique qualities that Black and Latino men bring to the workplace. I do have plans to take this research further by implementing a qualitative approach and interviewing 10 employees within the Houston Independent School District. I also plan to implement a survey across several different fraternal organizations comprised of mostly Black and Latino men who graduated from college. The purpose of the survey is to receive empirical data around their struggles on being Black and Latino in their Professional work.

This research will be done as an extension to this capstone project in the Human Dimensions of Organizations course. I have developed a hypothesis for the unique experiences of how Black and Latino men have formed their identities at work and through their experiences. The values that these men of color bring to the work place, I believe, has a unique contribution to the organization, especially within the Education sector in which I have worked in.

Conclusion

This study provides insights on how Black and Latino men have formed their identities through shared cultural experiences. The values that these men of color bring to the workplace, I believe, has a unique contribution to the organization, especially within the Education sector in which I have worked in.

It is imperative to understand the disparate treatment that Black and Latino men have faced in the workplace as many of them are first-generation professional men. By investing in the resources to mitigate the negativity that Black and Latino men face at work, organizations can help these men progress professionally and develop a positive self and social identity in the workplace.

Acknowledgments

I'd like to thank Dr. Ken Hou for providing guidance throughout the development of this capstone project. I'd also like to thank my second reader Dr. Paula Strong for her insightful words. This program wouldn't have been special if it wasn't for our specific group and I feel I have learned and gained a great deal from you all as I look to develop myself as a leader.

I'd like to give a huge shout out to my students who worked diligently to apply themselves in the pursuit of a college education. It wasn't easy being in grad school and trying to guide them.

Lastly, I'd like to give a shoutout to my family and my daughter who was born this year. You are the reason why I push myself to be a better person.

Major Literature Cited


Future Information:

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