

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

Esau G. Molina, Master of Arts Candidate

Human Dimensions of Organizations, The University of Texas at Austin

## 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 Male 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. By acknowledging their viewpoints and the disparate treatment received at work, managers can better understand the identities that these men bring to work, and can utilize their viewpoints and values as unique contributions.

In this study 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.

### Major Literature Cited

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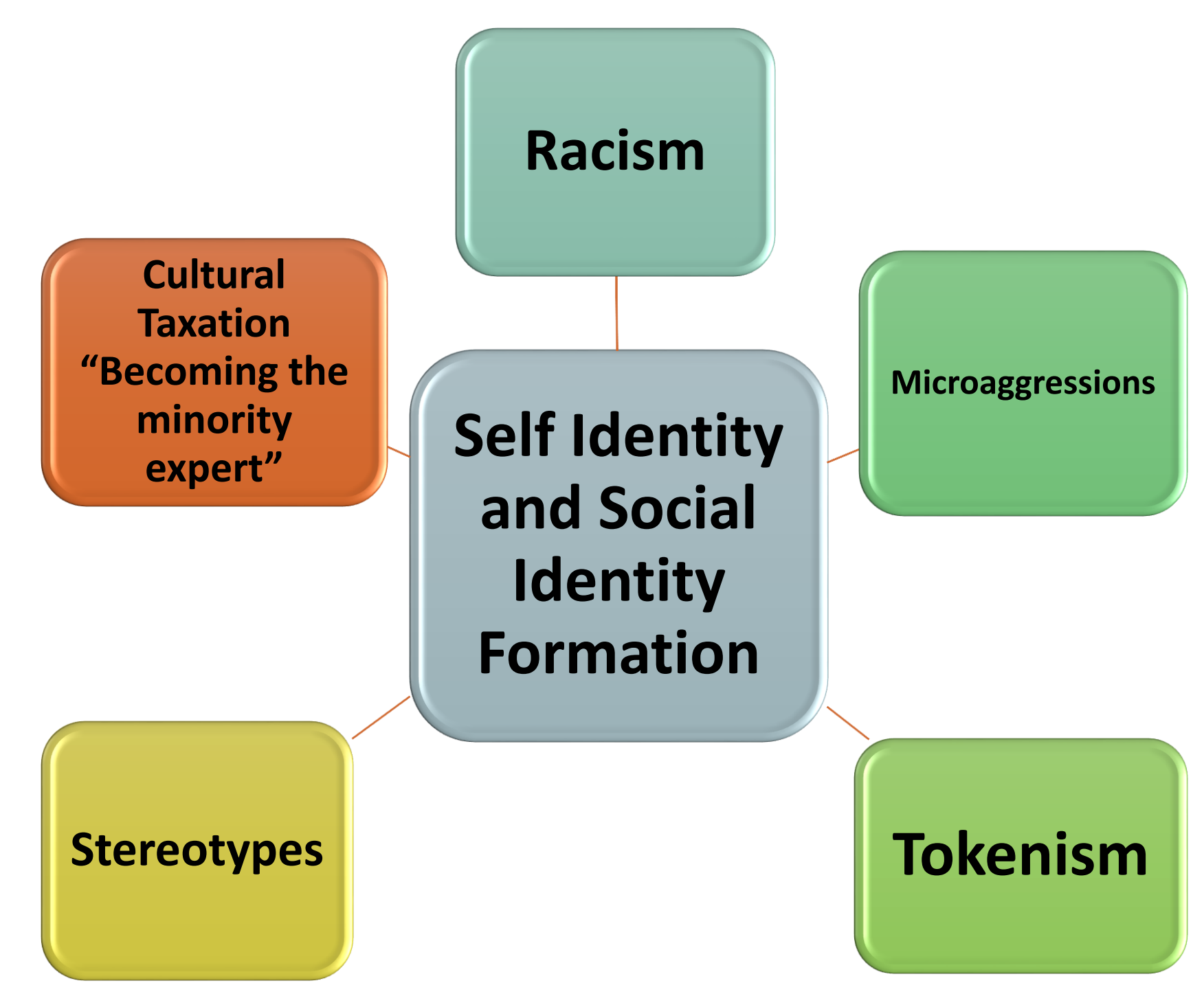
## Key Findings and Recommendations

### Family Values = Unique Qualities



Four common family values that Black and Latino men share. Organizations can benefit from these distinct values if utilized correctly.

### Disparate Treatment at Work



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



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

## Future Research

By utilizing different resources I have developed a hypothesis for the unique qualities that Black and Latino men bring when they enter professional work. 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 this survey is to receive empirical data around their thoughts on being Black and Latino in their Professional work.

This research will be done as an extension to this capstone project in the future. For now, my goal was to provide the reader a deep understanding of how Black and Latino men have formed their identities within professional organizations. I believe that the continued research will demonstrate that the hypothesized unique benefits that men bring to the workplace is validated and that organizations need to improve their diversity initiatives to create more inclusive and dynamic workplaces.

## 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 work place, 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 workers. 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.

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### Further Information:

For more information on this study please contact Esau Molina at (713)- 816- 3829 or at [esau\\_molina@utexas.edu](mailto:esau_molina@utexas.edu)

