

JOHN P. FERNANDEZ

BLACK
MANAGERS
IN WHITE
CORPORATIONS



Black Managers In White Corporations

Sharon Collins



Black Managers In White Corporations:

The Myth of Black Corporate Mobility Ulwyn L. Pierre, 2021-11-18 First Published in 1999 This book addresses one such needed change in the corporate arena the continuing inequality of opportunities for success that blacks experience relative to their similarly qualified white peers in the U S Through interviews and research the author tries to find the answers that still need explanation due to the the stereotypes of blacks and other minorities that were kept alive through various media

Black Corporate Executives Sharon Collins, 1997 Against the backdrop of increasing ambivalence in the federal government commitment to race based employment policies this book reveals how African Americans first broke into professional and managerial jobs in corporations during the sixties and offers in depth profiles of their subsequent career experiences Two sets of interviews with the most successful Black executives in Chicago s major corporations are used to demonstrate how the creation of the Black business elite is connected to federal government pressures and black social unrest that characterized the civil Rights movement in the sixties Black Corporate Executives presents first hand the dilemmas and contradictions that face this first wave of Black managers and reveals a subtle new employment discrimination Corporations hired these executives in response to race conscious political pressures and shifted them into racialized positions directing affirmative action programs or serving special markets of minority clients customers or urban affairs Many executives became as one man said the head Black in charge of Black people These positions gave upper middle class lifestyles to those who held them but also siphoned these executives out of mainstream paths to corporate power typically leading through planning and production areas As the political climate has become more conservative and the economy undergoes restructuring these Black executives believe that the importance of recruiting Blacks has waned and that the jobs Blacks hold are vulnerable Collins Lowry s analysis challenges arguments that justify dismantling affirmative action She argues that it is a myth to believe that Black occupational attainments are evidence that race no longer matters in the middle class employment arena On the contrary Blacks progress and well being are tied to politics and employment practices that are sensitive to race Author note Sharon M Collins teaches Sociology at the University of Illinois in Chicago *Blacks in the White Elite* Richard L. Zweigenhaft, G. William Domhoff, 2003-08-01 This extensively revised edition of Blacks in the White Establishment adds fifteen years to the life stories of the African Americans whose opportunities were dramatically changed by a nationally prominent educational opportunity program that provided scholarships for disadvantaged people of color to attend the same elite boarding schools that educate the children of wealthy white Americans Beyond tracing the individuals into middle age and expanding coverage of their careers with special attention to experiences in the corporate world a new chapter on their children s education and early careers gives the new edition a poignant and unusual intergenerational perspective Blacks in the White Elite shows why America is at a crucial juncture in relations between blacks and whites when advances made since the Civil Rights Movement could either continue or retrench depending on the decisions made by our

governments communities and schools The voices of African Americans heard in this book bring home for the reader the everyday impact of national policy issues and debates on race and class in America **Blacks in the White**

Establishment? Richard L. Zweigenhaft, G. William Domhoff, 1993-01-01 Describes the experiences of Black ghetto students who were placed in upper class prep schools during the 1960s and surveys their lives since graduation **Black Enterprise**

, 1987-03 BLACK ENTERPRISE is the ultimate source for wealth creation for African American professionals entrepreneurs and corporate executives Every month BLACK ENTERPRISE delivers timely useful information on careers small business and personal finance Ensuring Minority Success in Corporate Management Donna E. Thompson, Nancy DiTomaso, 2012-12-06

To be a corporate executive in America is to achieve a universally recognized measure of personal and professional success The high income privilege prestige and authority enjoyed by most corporate executives all attest to making it That is why the advancement of racial and ethnic minorities into the executive suite is one of the key barometers of the nation's progress toward full equality of opportunity But the quest for equal opportunity in corporate management has been difficult and frustrating Black Hispanic and Asian men and women are rarely found among those who run or significantly influence the direction of American corporations The wide gap between the expectation and the reality is a continuing topic of interest to business leaders and racial and ethnic minorities as well as to scholars of the business scene This book edited by Thompson and DiTomaso contributes significantly to our understanding of this problem and most importantly provides useful guidelines on what to do about it Interest in the diversity of corporate management comes at a time of unprecedented challenge to United States success in the world economy American business must now compete against aggressive producers and financiers in Western Europe and Japan More competition also has emerged from some of the rapidly developing countries in Latin America and the Pacific Rim Our ability to design manufacture sell and export goods and services in a global marketplace will increasingly determine our standard of living and prominence on the world stage Black Families in Corporate America Susan D. Toliver, 1998-03-09 What progress have African Americans made in corporate America This book examines the evidence by drawing on studies of almost 200 black corporate managers and their families A past president of the New York State Council on Family Relations author Susan D Toliver shows that black families have progressed in corporate America but the inroads are uneven Toliver takes a penetrating look at how the cultural identity of black families has been influenced by their participation in corporate America She also suggests that corporations deepen their commitment to cultural diversity not in name only but work to emphasize the talents and develop the strengths of the African American community Black Families in Corporate America explores the following areas Shifting gender dynamics within the families of black managers Changes in approaches to parenting Issues of racial identity within corporations and the professional black community Black Families in Corporate America will appeal to scholars in ethnic studies multicultural counseling family theory sociology social work personnel management organizational development and cross cultural

psychology *Black Enterprise* ,1981-01 BLACK ENTERPRISE is the ultimate source for wealth creation for African American professionals entrepreneurs and corporate executives Every month BLACK ENTERPRISE delivers timely useful information on careers small business and personal finance **Black Enterprise** ,1988-08 BLACK ENTERPRISE is the ultimate source for wealth creation for African American professionals entrepreneurs and corporate executives Every month BLACK ENTERPRISE delivers timely useful information on careers small business and personal finance *Black Enterprise* ,1988-08 BLACK ENTERPRISE is the ultimate source for wealth creation for African American professionals entrepreneurs and corporate executives Every month BLACK ENTERPRISE delivers timely useful information on careers small business and personal finance **Racial and Cultural Minorities** George Eaton Simpson,J. Milton Yinger,2013-06-29 We need scarcely note that the topic of this book is the stuff of headlines Around the world political economic educational military religious and social relations of every variety have a racial or ethnic component One cannot begin to understand the history or contemporary situation of the United States the Soviet Union China Zimbabwe South Africa Great Britain Lebanon Mexico Canada indeed almost any land without careful attention to the influence of cultural and racial divisions Preparation of this new edition has brought a strong sense of deja vu with regard both to the persistence of old patterns of discrimination even if in new guises and also to the persistence of limited and constraining explanations We have also found however rich new empirical studies new theoretical perspectives and greatly expanded activity and analyses from members of minority groups Although this edition is an extensive revision with reference both to the data used and the theoretical approaches examined we have not shifted from our basically analytical perspective We strongly support efforts to reduce discrimination and prejudice but these can be successful only if we try to understand where we are and what forces are creating the existing situation We hope to reduce the tendency to use declarations and condemnations of other persons actions as substitutes for an investigation of their causes and consequences Black Enterprise ,1975-05 BLACK ENTERPRISE is the ultimate source for wealth creation for African American professionals entrepreneurs and corporate executives Every month BLACK ENTERPRISE delivers timely useful information on careers small business and personal finance *The Sociology of Organizations* Michael J Handel,2003 Michael Handel has assembled an authoritative and wide ranging collection of key articles in the organizations field and complements these papers with a terrific critical survey of the literature His introductory essays will benefit both students and researchers alike This collection is a real service to the field Walter W Powell Stanford University A unique reader and commentary with broad coverage of the classics combined with a healthy skepticism about received theories and an emphasis on the impact of organizations on society The lucid commentary brightens the field Charles Perrow Yale University For the first time a single volume offers a comprehensive selection of primary readings and companion overview essays on the sociology of organizations These readings and essays provide incisive and guided coverage of the subjects normally included in a one semester sociology of organizations course The

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The Crisis ,1982-12 The Crisis founded by W E B Du Bois as the official publication of the NAACP is a journal of civil rights history politics and culture and seeks to educate and challenge its readers about issues that continue to plague African Americans and other communities of color For nearly 100 years The Crisis has been the magazine of opinion and thought leaders decision makers peacemakers and justice seekers It has chronicled informed educated entertained and in many instances set the economic political and social agenda for our nation and its multi ethnic citizens

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