

Alexis, M.

**York College
The City University of New York (CUNY)**

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Topic of the paper: Gender inequality and Sex-based discrimination.

My research paper is about Gender inequality and sex-based discrimination, with emphasis precisely on the social issues directly related to situation of women in society, imbalance between men and women in society. At an early age, I felt concerned about issues related to children and women. The social system from countries all over the world does not have policies that allow women to be fully emancipated in society. Furthermore, the economic gap and disparities between men and women are crucial.

It was done in two main parts; First, is the conceptual aspect which are the theories and definitions, interconnections between gender inequality and sex-based discrimination and conceptual difference between sex and gender.

gender and sex can be both interchange but on a deeper level, they embody different aspects of human. It is a more biological or natural aspect when using the word sex, in regard of the male sex or the female sex. While the term Gender implies a more social and constructed reality. It refers to the role of both sex in society. They both refer to the unequal treatment based on the person's sex. However, sex-based/sexual discrimination or sexual discrimination tend to be used more when expressing concerns related to the workplace, while Gender inequality is broadly used to denote the socio-structural problem face by women in society. This help to understand that sexual discrimination may be eliminated in the workforce, but gender inequality can still be in need for response as stated Leslie Blender.

Second part is an empirical presentation, from my culture, my cross-cultural experiences in America. The views of people from other culture were presented.

A lot still be done, but substantial institutional and cultural changes have so far led to an evolution in the rapport between men women while increasing considerably the women's employment number.

ANNOTATED BIBLIOGRAPHY

Cole, N. L. (2021). Understanding Socialization in Sociology. Retrieved from <https://www.thoughtco.com/socialization-in-sociology-4104466>.

This article focuses on the role of Socialization in society, how it introduces people to social norms and customs. It shows how the institution and people with roles such as family members, teachers, religious leaders, and peers have all major effect in a person's socialization. It put emphasis on the chronologic evolution, from the primary socialization, which is the period through adolescence, to the secondary socialization which is the period throughout adult's life. Finally, individuals socialize themselves through the norms and learn from the new circumstances they face. Overall, socialization can be seen as a form of social control through which the norms and customs of society are transmitted.]

Socialization. (2021, February 20). Retrieved May 18, 2021, from <https://socialsci.libretexts.org/@go/page/1016>.

In the reference, the importance of the process of socialization is well analyzed and explained through its complexity. It is the interaction with many individuals, groups, and social institutions. The article analyzed this lifelong process of becoming prepared for social interaction in the environment based on what is expected in every stage of our lives. So, the importance also of the notion of self-development and social role in the daily interaction with individuals. It was simpler but deeper analysis of the concept.

OpenStax. (2013). What Is Culture? “Cultural Relativism”. OpenStax CNX.

Retrieved form: <http://cnx.org/contents/6aa42901-7eb8-4575-80b5-282a1e9f5aa1@4>.

This article talked about culture but more importantly introduced two major concepts: Ethnocentrism and Cultural Relativism. If each culture has language, the analysis or the particularity of each language structure and conversational etiquette lead to enormous differences. These differences are relative to the socio-historical context of each culture. So, it is important for individuals to see, to appreciate this diversity and these differences while avoiding direct comparison between culture. Idea conceptualized by ethnocentrism, described for the first time by sociologist William Graham Sumner (1906), which involves a belief or attitude that one's own culture is better than all others. Cultural relativism on the other side, is the principle of assessing someone's culture by its own standards rather than viewing or perceiving it through its one's own culture. However, it remains possible and fair for individuals to study culture with a critical eye.

Sam R. (2008). In a Generation, Minorities May Be the U.S. Majority. Retrieved from: [https:// https://www.nytimes.com/2008/08/14/washington/14census.html](https://www.nytimes.com/2008/08/14/washington/14census.html)

The author talks about existing disparities and the precarity of minorities life condition in society. Resulting to impact of the establishment, the policies, the systemic discrimination in the allocation of basic services to minorities. Data related to the mortality rates among older native-born white Americans compared to higher birthrates rates among immigrants showed the driving ethnic and racial disparities in the American Society. Due to the higher birthrates rates among immigrants, the members of minorities are expected to be the majority in several states such as California and Texas. There is a considerable increase of immigrants who are Mexican, Puerto Rican, Cuban, Central or South American while roots to immigrants directly from Europe has been shrinking over the years.

Lahle W. (2020). Gender and Sex Discrimination in the Workplace. Northern Virginia Community College. Retrieved from [ttps://www.thebalancecareers.com/gender-sex-discrimination-examples-3515723](https://www.thebalancecareers.com/gender-sex-discrimination-examples-3515723).

There is a possible interchange of terms between Gender discrimination and sexual discrimination because they both represent the unequal treatment that individuals are receiving based on their sex. The author put emphasis on the laws that have been put in place by the States, such as the Civil Rights Act of 1991 to fight against sex or gender discrimination illegal specifically at the workplace. Aspect such as Sexual harassment, Promotional Bias, Terminations handled with gender bias are some characteristic or behaviors that fall under the umbrella of gender discrimination. This article helps understanding that anything affecting the conditions of a person's employment can be a shape of gender discrimination.

Cole, N. L. (2021). How Gender Differs from Sex. Retrieved from [ttps://www.thoughtco.com/gender-definition-3026335](https://www.thoughtco.com/gender-definition-3026335).

This article focuses on the conceptual different between the words gender and sex, even though in some case they tend to be interchanged. Explanation about differences was given based on sociologist's perspectives and they believe that sex is biological while gender is socially constructed. They also deduct that gender socialization puts people in a spot where they often face strong social pressures to follow societal gender norms. For the author, Gender can be seen as a "Performance" in the light of the normative conceptions of attitudes and activities appropriate for one's sex category. On another way, it is seen as "expectation" in the light of the set of learned behaviors that are associated. It is a parcel of how we fit in with communities and groups in which we as individuals evolve.

Leslie B. (1989). Sex Discrimination or Gender Inequality? 57 Fordham L. Rev. 94. Retrieved from: <https://ir.lawnet.fordham.edu/flr/vol57/iss6/3>.

In this article the author analyzes these two themes: Sex Discrimination or Gender Inequality. He tried to find any direct co-relation between them because they are often interchanged. The fact there are meaningful disparities in the power, job opportunities, and salaries of women, in some cases of minority women vis-a-vis non-minority women, this is more about inequality on a systemic level. Discriminating against women because of our biological sex and stereotypical physical characteristics is prohibited sex discrimination. Also, the Gender-based power differences specifically male power over females are assumed by our institutions to be natural and intrinsic. Furthermore, Gender difference itself, does not cause gender inequality; gender inequality is gender difference translated into hierarchical power relations in which one gender (male) is privileged. The ideas presented by the author help us understanding that sex discrimination is one of the characteristics of gender inequality. As Leslie said, sex discrimination may be eliminated in the workforce, but gender inequality can still cry out for response.

Cailin S. Stamarski, Leanne S. and Son Hing. (2015). Gender inequalities in the workplace: the effects of organizational structures, processes, practices, and decision makers' sexism. Department of Psychology, University of Guelph, Guelph, ON, Canada. Retrieved from; <https://doi.org/10.3389/fpsyg.2015.01400>

Gender inequality is a very complex phenomenon in any organizations. This article tried to understand the internal implications related to the organizational structures, processes, and practices. At the workplace situation of women is harmful when it comes to gender inequalities because it affects from the hiring process, training, pay, to the promotion of women. Let us also add that institutional practices develop and reinforce gender inequalities in broader organizational structures and processes. The author precisely talked about self-reinforcing system that can perpetuate discrimination in the institutions. These externalities tend to impact factors such as leadership, structure, strategy, culture, organizational climate, in any organization.

Esteban Ortiz-Ospina and Max Roser (2018). "Economic inequality by gender". Published online at OurWorldInData.org. Retrieved from: '<https://ourworldindata.org/economic-inequality-by-gender>'

In this research, the author found that economic gender inequalities remain very common in the American Society, but all over the world, not only men tend to earn more than women, but they also have more opportunities and get paid better compared to women who are doing the same job. Her data led to major facts such as Women are often underrepresented in senior positions within firms.

Women are often overrepresented in low-paying jobs. The women often have limited influence over important household decisions. Furthermore, the gender pay gap tend to decrease in the last decades, but men are more likely to own land and control productive assets than women.

Paula England, Andrew Levine, Emma Mishel. (2020). Progress toward gender equality in the United States has slowed or stalled. Proceedings of the National Academy of Sciences, 117 (13) 6990-6997; DOI: 10.1073/pnas.1918891117.

In this study, Sociologists have retraced the dramatic change in gender inequality in the last half century, specifically with the progress of gender equality movement between 1970 and 2018. Important observation clearly indicated that substantial institutional and cultural changes had to be made. These changes also impacted directly how men interact with women in the institution or any social environment. It leads to a dramatical increase in the women's employment number compared to men. More is to be done but the data and results are quite encouraging.