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Annotation

In “Black Workers Still Earn Less than Their White Counterparts”, written by certified employee benefits specialist Stephen Miller, economic indicators such as income, wage, career placement are dissected among racial groups and policies to eliminate some of the racial inequities are proposed. In this article from the Society for Human Resource Management, Miller claims that this is a black and white issue, however the statistics he pulls and fails to explain contradict that. He states that the difference per every dollar earned by a white man, a black man only earns 87 cents. He says that this largest “uncontrolled pay gap”. However, he then says for every dollar earned by a white man, an Asian man typically earns $1.15. This ‘high achieving’ Asian statistic repeatedly appears throughout the article. Towards the end of this piece, he includes different ways policy makers and organizations can work to eliminate inequities. He says that those with governmental control should be dedicated to enforcing anti-discrimination laws and through offering tax incentives for minority entrepreneurs and business owners. Miller believes that employers should be preforming pay audits, not inquire about past earnings, and including upgraded technology into the workplace.

I included this article in my portfolio because of my opposition with some of the content. Where I clearly understand that racism, inequities, and inequalities exist, this article seems bias because the author completely skims over the fact that Asian men make more than their white AND black counterparts. Without an explanation from the author, I am left confused because all of the other articles I read said different things. This piece also made me look deeper and question how colorism affects these issues.

References

Miller, S. (2020, August 7). Black Workers Still Earn Less than Their White Counterparts. Retrieved August 4, 2021, from https://www.shrm.org/resourcesandtools/hr-topics/compensation/pages/racial-wage-gaps-persistence-poses-challenge.aspx