



IAN AYRES

# **Pervasive Prejudice?**

Unconventional  
Evidence of Race  
and Gender  
Discrimination

# Pervasive Prejudice Unconventional Evidence Of Race And Gender Discrimination

**Laura Beth Nielsen, Robert L. Nelson**



## **Pervasive Prejudice Unconventional Evidence Of Race And Gender Discrimination:**

*Pervasive Prejudice?* Ian Ayres, 2003-10-15 If you're a woman and you shop for a new car will you really get the best deal? If you're a man will you fare better? If you're a black man waiting to receive an organ transplant will you have to wait longer than a white man? In *Pervasive Prejudice* Ian Ayres confronts these questions and more. In a series of important studies he finds overwhelming evidence that in a variety of markets retail car sales, bail bonding, kidney transplantation and FCC licensing blacks and females are consistently at a disadvantage. For example, when Ayres sent out agents of different races and genders posing as potential buyers to more than 200 car dealerships in Chicago he found that dealers regularly charged blacks and women more than they charged white men. Other tests revealed that it is commonly more difficult for blacks than whites to receive a kidney transplant because of federal regulations. Moreover, Ayres found that minority male defendants are frequently required to post higher bail bonds than their Caucasian counterparts. Traditional economic theory predicts that free markets should drive out discrimination, but Ayres's startling findings challenge that position. Along with empirical research, Ayres offers game theoretic and other economic methodologies to show how prejudice can enter the bargaining process even when participants are supposedly acting as rational economic agents. He also responds to critics of his previously published studies included here. These studies suggest that race and gender discrimination is neither a thing of the past nor merely limited to the handful of markets that have been the traditional focus of civil rights laws. *The Empire of Disgust* Zoya Hasan, Aziz Z. Huq, Martha C. Nussbaum, 2018-08-16 All known societies exclude one or more minority groups frequently employing a rhetoric of disgust to justify stigmatization. For instance, in European anti-Semitism Jews were considered hyper-physical and crafty; some upper-caste Hindus find the lower castes dirty and untouchable; and people with physical disabilities have been considered subhuman and repulsive. Exclusions vary in their scope and also in the specific disgust ideologies underlying them. In *The Empire of Disgust* scholars present an interdisciplinary and comparative study of varieties of stigma and prejudice in India and USA along the axes of caste, race, gender, identity, age, sexual orientation, disability, ethnicity, religion, and economic class pervading contemporary social and political life. In examining these forms of stigma and their intersections, the contributors present theoretically pluralistic and empirically sensitive accounts that explain group-based stigma and suggest forward-looking remedies including group resistance to subordination as well as institutional and legal change equipped to eliminate stigma in its multifaceted forms. **Engineering Equality** Alexander Somek, 2011-05-05 In an age of widespread cutbacks on social spending, the prospects of social policy generally appear to be grim. If noticeable progress has been recently made in the European Union, then it is in regard to rooting out discrimination. Indeed, anti-discrimination law and policy appears to be the one sphere of social policy whose success is causally connected to the European Union. But how successful can anti-discrimination law be? This book uses legal analysis in order to expose the intrinsic shortcomings of common approaches. Anti-discrimination law fails to provide adequate legal guidance and therefore

invites constant supplementation by pedagogical projects of social engineering This book offers a genuinely leftist critique on anti discrimination law and concludes with a discussion of alternative models of solidarity in the Union     *Theories of Race and Ethnicity* Karim Murji,John Solomos,2015-01-08 An authoritative and cutting edge collection of theoretically grounded and empirically informed essays exploring the contemporary terrain of race and racism     **21st Century Sociology: A Reference Handbook** Clifton D. Bryant,Dennis L. Peck,2007 Publisher Description     **Equality and Transparency** D. Sabbagh,2007-08-20 Can affirmative action policies be convincingly justified And how have they been legitimized over time In a pluridisciplinary perspective at the intersection of political theory and the sociology of law Daniel Sabbagh criticizes the two prevailing justifications put forward in favor of affirmative action the corrective justice argument and the diversity argument He defends the policy instead as an instrument designed to bring about the deracialization of American society In this respect however affirmative action requires a measure of dissimulation in order to succeed Equality and Transparency explains why this is so and provides a new interpretation of the strategic component in the Supreme Court s case law while identifying some of its most remarkable side effects     **Shadows of Doubt** Brendan O'Flaherty,Rajiv Sethi,2019-04-15 Crime and punishment occur under extreme uncertainty Offenders victims police judges and jurors make high stakes decisions with limited information under severe time pressure With compelling stories and data on how people act and react O Flaherty and Sethi reveal the extent to which we rely on stereotypes as shortcuts in our decision making     Law and Society Steven Vago,Steven E. Barkan,2017-09-22 In the 11th edition of Law and Society Steven E Barkan preserves Dr Vago s voice while making this classic text more accessible for today s students Each chapter now includes an outline learning objectives key terms and chapter summaries A new epilogue chapter examines law and inequality in the United States as it moves into the third decade of this century The 11th edition reflects new developments in law and society literature as well as recent real life events with legal relevance for the United States and other nations Law and Society is for one semester undergraduate courses in Law and Society Sociology of Law Introduction to Law and a variety of criminal justice courses offered in departments of Sociology Criminal Justice and Political Science     **Research Handbook on Inequalities and Work** Cynthia Forson,Geraldine Healy, Mustafa B. Öztürk,Ahu Tatli,2024-03-14 This multidisciplinary international Research Handbook on Inequalities and Work examines disparities within contemporary working life and comes at a critical juncture of socio historical change As the world reels from the impact of economic insecurity the pandemic the Black Lives Matter and MeToo movements the trans liberation fight the climate crisis and the rise of Artificial Intelligence systemic inequalities and their impacts have been thrust into the limelight alongside the ceaseless struggle for social justice Against this background the Handbook provides cutting edge research studies that offers unique insight into the international nature of inequalities at work     *The Judicial Branch* Kermit L. Hall,Kevin T. McGuire,2005-10-27 In recent years the Supreme Court has been at the center of such political issues as abortion rights the administration of police procedures and the determination of the 2000

presidential election The checks and balances provided by the three branches of federal government are essential to nurturing and maintaining American democracy With the guidance of coeditors Kermit L Hall and Kevin T McGuire this volume of essays examines the role of the Judicial Branch in American democracy and the dynamic between the other branches of government compares international models and discusses possible measures for reform The Judicial Branch considers the impact of courts on American life and addresses such central questions as Is the Supreme Court an institution of social justice Is there a case for judicially created and protected social rights Have the courts become sovereign when interpreting the Constitution Essays examine topics that include the judiciary in the founding of the nation turning points in the history of the American judicial system the separation of powers between the other branches of government how the Supreme Court resolves political conflicts through legal means what Americans know about the judiciary and its functions and whether the American scheme of courts is the best way to support democracy

**Institutions of American Democracy: The Judicial Branch** Kermit L. Hall, Kevin T. McGuire, 2005-10-27 Presents a collection of essays that provide an examination of the judicial branch of the American government including its history its impact and its future Historical Dictionary of the Civil Rights Movement Christopher M. Richardson, Ralph E. Luker, 2014-06-11 The fiftieth anniversary of many major milestones in what is commonly called the African American Civil Rights Movement was celebrated in 2013 Fifty years removed from the Birmingham campaign the assassination of Medgar Evers and the March on Washington and it is clear that the sacrifices borne by those generations in that decade were not in vain Monuments museums and exhibitions across the world honor the men and women of the Movement and testify to their immeasurable role in redefining the United States The second edition of Historical Dictionary of the Civil Rights Movement is a guide to the history of the African American struggle for equal rights in the United States The history of this period is covered in a detailed chronology an introductory essay and an extensive bibliography The dictionary section has over 500 cross referenced entries on important personalities significant legal cases local struggles forgotten heroes and prominent women in the Movement This book is an excellent access point for students researchers and anyone wanting to know more about the Civil Rights Movement

**Blink** Malcolm Gladwell, 2007-04-03 From the 1 bestselling author of The Bomber Mafia the landmark book that has revolutionized the way we understand leadership and decision making In his breakthrough bestseller The Tipping Point Malcolm Gladwell redefined how we understand the world around us Now in Blink he revolutionizes the way we understand the world within Blink is a book about how we think without thinking about choices that seem to be made in an instant in the blink of an eye that actually aren't as simple as they seem Why are some people brilliant decision makers while others are consistently inept Why do some people follow their instincts and win while others end up stumbling into error How do our brains really work in the office in the classroom in the kitchen and in the bedroom And why are the best decisions often those that are impossible to explain to others In Blink we meet the psychologist who has learned to predict whether a marriage will

last based on a few minutes of observing a couple the tennis coach who knows when a player will double fault before the racket even makes contact with the ball the antiquities experts who recognize a fake at a glance Here too are great failures of blink the election of Warren Harding New Coke and the shooting of Amadou Diallo by police Blink reveals that great decision makers aren't those who process the most information or spend the most time deliberating but those who have perfected the art of thin slicing filtering the very few factors that matter from an overwhelming number of variables

Justice beyond 'Just Us' Gregory W. Streich, 2016-04-22 Notions of justice and community in the United States are increasingly challenged by trends like immigration multiculturalism and economic inequality as well as historical legacies like Jim Crow era racial segregation These dynamics continually re shape the communities in which people live whether by generating new forms of interdependency and inequality creating new social cleavages or exacerbating existing ones or generating new spaces in which cross boundary contact conflict or cooperation is possible Revealing the ways in which notions of justice and community overlap in American politics and public discourse through concrete political questions which emerge when considering dimensions of time place and difference Gregory W Streich offers a fresh re examination of the normative ideas of justice and community He encourages Americans to move from a view of justice that applies only to people who are like us to a view of justice that applies to people beyond just us **Handbook of Employment**

**Discrimination Research** Laura Beth Nielsen, Robert L. Nelson, 2006-01-01 There is much to understand about employment discrimination law as a social system What drives the growing trend toward litigation To what extent does discrimination persist and why does it vary by organizational and market context How do different groups perceive discrimination and what if anything do they do about it How do employers respond to discrimination law What is the effect of broader political and legal currents What is the relationship between anti discrimination law and social inequality This book presents answers from a distinguished group of scholars and social scientists offering a broad reconsideration of employment discrimination and its treatment in law **Running on Empty** Karen Lucas, 2004-10-13 The lack of access to transportation among low income groups is increasingly being recognised as a barrier to employment and social inclusion both in Britain and the United States This work looks at the delivery of transport from a social policy perspective to assist in a better understanding of this issue

**The Handbook of Dispute Resolution** Michael L. Moffitt, Robert C. Bordone, 2012-06-28 This volume is an essential cutting edge reference for all practitioners students and teachers in the field of dispute resolution Each chapter was written specifically for this collection and has never before been published The contributors drawn from a wide range of academic disciplines contains many of the most prominent names in dispute resolution today including Frank E A Sander Carrie Menkel Meadow Bruce Patton Lawrence Susskind Ethan Katsh Deborah Kolb and Max Bazerman The Handbook of Dispute Resolution contains the most current thinking about dispute resolution It synthesizes more than thirty years of research into cogent practitioner focused chapters that assume no previous background in the field At the same time the book offers path

breaking research and theory that will interest those who have been immersed in the study or practice of dispute resolution for years The Handbook also offers insights on how to understand disputants It explores how personality factors emotions concerns about identity relationship dynamics and perceptions contribute to the escalation of disputes The volume also explains some of the lessons available from viewing disputes through the lens of gender and cultural differences

**Occupational Therapy** Charles H. Christiansen, Julie Bass, Carolyn M. Baum, 2024-06-01 Occupational Therapy Performance Participation and Well Being Fourth Edition is a comprehensive occupational therapy text that introduces students to core knowledge in the profession and the foundations of practice the occupations person factors and environment factors that support performance participation and well being Editors Drs Charles H Christiansen Carolyn M Baum and Julie D Bass are joined by more than 40 international scholars who bring students faculty and practitioners the evidence that supports occupational therapy practice The PEOP Model 4th Edition is featured as an exemplar of a person environment occupation model and provides a valuable roadmap for understanding key concepts and developing strong clinical reasoning skills in the occupational therapy process Features Examines the theories models frameworks and classifications that support contemporary knowledge of person environment and occupational factors Presents detailed chapters on the occupations of children and youth adults older adults organizations and populations Provides extensive coverage of the person factors psychological cognition sensory motor physiological spirituality and environment factors culture social physical policy technology that support occupational performance Includes exceptional content on the essentials of professional practice therapeutic use of self evidence based practice professionalism lifelong development ethics business fundamentals and critical concepts Builds clear links with the AOTA's Occupational Therapy Practice Framework Third Edition International Classification of Functioning Disability and Health and accreditation standards for entry level occupational therapy programs Introduces emerging practice areas of self management community based practice technology and teaching learning and opportunities to work with organizations and populations Incorporates international and global perspectives on core knowledge and occupational therapy practice Documents assessments interventions resources and evidence in user friendly tables Uses simple and complex cases to illustrate key concepts and ideas New and Updated Sections in the Fourth Edition Individual chapters on each person factor and environmental factor and occupations across the lifespan Expanded coverage of approaches for organizations and populations and entry level professional skills Consistent framework of tables and language across chapters and sections Included with the text are online supplemental materials for faculty use in the classroom including PowerPoint presentations

**Corporate Tribalism** Thomas Kochman, Jean Mavrelis, 2009-08-01 The 2008 elections shattered historical precedents and pushed race and gender back to the forefront of our national consciousness The wide range of reactions to the efforts of Barack Obama Hillary Clinton and Sarah Palin dramatically reflected ongoing conflicts over diversity in our society especially in the venue where people are most likely to encounter

them work As more and more people who aren't white men enter corporate America we urgently need to learn how to avoid clashes over these issues and how to resolve them when they do occur Thomas Kochman and Jean Mavrelis have been helping corporations successfully do that for over twenty years Their diversity training and consulting firm has helped managers and employees at numerous companies recognize and overcome the cultural bases of miscommunication between ethnic groups and across gender lines and in Corporate Tribalism they seek to share their expertise with the world In the first half of the book Kochman addresses white men explicating the ways that their cultural background can motivate their behavior work style and perspective on others Then Mavrelis turns to white women focusing on the particular problems they face including conflicts with men other women and themselves Together they emphasize the need for a multicultural rather than homogenizing approach and offer constructive ideas for turning the workplace into a more interactive community for everyone who works there Written with the wisdom and clarity gained from two decades of hands on work Corporate Tribalism will be an invaluable resource as we look toward a future beyond the glass ceiling

Libertarianism Craig Duncan, Tibor R. Machan, 2005-06-30 Libertarianism For and Against offers dueling perspectives on the scope of legitimate government Tibor R Machan a well known libertarian philosopher argues for a minimal government devoted solely to protecting individual rights to life liberty and property Against this view philosopher Craig Duncan defends democratic liberalism which aims to ensure that all citizens have fair access to a life of dignity In a dynamic exchange of arguments the two philosophers cut to the heart of this important debate



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