

# A Brief Analysis of Contemporary American Management Problems -- Taking African Americans as an example

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**Abstract:** Racial discrimination in the United States can be traced back to the European slave trade. Racial discrimination is a social malady deeply rooted in the United States, because in the United States, blacks and other minorities are at the bottom of American society. Racial discrimination is a sharp and persistent social problem in the United States. Culture, history and politics are the causes of racial discrimination. However, in order to obtain the same rights as whites, many black people have been fighting against racial discrimination. The result was to some extent the same rights as whites, but it was a difficult process.

**Key words:** African Americans; civil rights

## 1. Introduction

African Americans (also referred to as Afro-Americans or Black Americans) are citizens or residents of the United States who are of origins in any of the regions of Africa. Most people would like to use another simple and short term to refer to this group, the black. Most African Americans are the direct descendants of captive Africans who survived the slavery era within the boundaries of the present United States, although some are or are descended from immigrants from Africa, Caribbean, Central America or South-American nations. As an adjective in some context, the term is usually spelled African-American.

African-American history or the black history starts in the 17th century with indentured servitude in the American colonies. In the long history there were other events and issues, both resolved and ongoing, which were faced by African-Americans. Some of these were: slavery, reconstruction, development of the African-American community, participation in the great military conflicts of the

African-American community, racial segregation, and the Civil Rights Movement. Since then, blacks living in North America have shouldered the historical mission of opposing slavery and striving for freedom and equality. With the rise of the North American independence movement, especially

after the American War of independence, blacks got an opportunity for liberation. The success of the American nation in striving for freedom provided a positive blueprint for blacks. The emergence of abolitionism made blacks see the dawn of liberation. Some enlightened people among whites also called for the abolition of slavery.

## 2. Racial Discrimination

Almost four hundred years ago, the transatlantic slave trade began in America, laying the foundation for a long history of racism. While slavery was officially abolished after the Civil War, African Americans continued to endure racial segregation and discrimination for decades. Racial segregation became legally enforced in public spaces for over 70 years, until the Civil Rights Act of the 1960s finally brought an end to overt segregation. However, racial discrimination persisted in various forms, and even today, African Americans face systemic inequality in areas such as housing, education, employment, and criminal justice.

The history of racism in America is deeply rooted in the belief of white superiority, which influenced the political and social systems. Charles Mills described this ideology as a "racial contract," where non-white groups were exploited for the benefit of whites. This contract was perpetuated through laws, policies, and social norms that denied non-whites equal rights and opportunities. African Americans, in particular, have faced centuries of oppression, from the

transatlantic slave trade to the era of Jim Crow laws, which enforced segregation and disenfranchisement.

The term "race" refers to groups of people categorized by physical features, culture, and history. African Americans are one such group, descendants of enslaved Africans forcibly brought to the Americas. The transatlantic slave trade transported an estimated 10 million Africans to the Western Hemisphere, with approximately 400,000 brought to what is now the United States. By 1825, the U.S. had the largest number of slaves in the Western Hemisphere, accounting for more than one-third of the total.

Racism is defined as the belief that one race is superior to another, often leading to prejudice and discrimination. This ideology was reinforced by pseudoscientific theories in the 19th century, which falsely asserted white superiority. Even after the Civil Rights Movement, systemic racism persisted, manifesting in policies and institutions that perpetuated inequality. The 2020 murder of George Floyd, an African American man, by a white police officer, reignited widespread outrage and protests across the United States and globally.

The "Black Lives Matter" movement emerged in response to systemic racial violence and inequality. Initially sparked by police brutality, the movement has grown to address broader issues of racial injustice, including disparities in education, employment, housing, and healthcare. The movement draws inspiration from earlier civil rights struggles and has become a global symbol of resistance against racism. Despite progress in some areas, the persistence of systemic racism continues to pose significant challenges for African Americans, highlighting the need for ongoing activism and advocacy for true equality.

### 3. The Reasons of Racial Discrimination Against African Americans

Racial discrimination persists today due to a combination of historical, political, cultural, and economic factors. Historically, the institution of slavery and subsequent Jim Crow laws enforced segregation and systemic racism, which continue to affect African Americans through disparities in the criminal justice system, education, and employment opportunities. Culturally, the suppression of African American heritage and limited access to education during and after slavery have contributed to a cultural gap that perpetuates discrimination. Economically, disparities in wealth and access to resources

stemming from historical injustices, such as the denial of property rights and credit, have entrenched racial inequalities. Additionally, the psychological impact of discrimination affects individuals' health and social mobility, creating a cycle of disadvantage. Addressing racial discrimination requires a multifaceted approach that confronts these root causes and promotes equity in all aspects of society.

### 4. African Americans and the Government's Struggle Against Racial Discrimination

Racial discrimination continues to exist today due to the deep-rooted historical, political, cultural, and economic factors that have shaped societies over centuries. At its core, racial discrimination is a complex issue that can be traced back to the institution of slavery and the systemic oppression of marginalized communities, particularly African Americans. The legacy of slavery, which stripped people of their cultural identity, dignity, and basic human rights, has left an indelible mark on modern societies. Even after the abolition of slavery, practices such as segregation, Jim Crow laws, and discriminatory policies further entrenched racial inequalities, creating a system that perpetuates disadvantage for African Americans and other minority groups.

One of the primary reasons for the persistence of racial discrimination is the political structure that has historically excluded marginalized communities from power and decision-making processes. In the past, laws were designed to maintain the subjugation of African Americans, restricting their access to education, employment, and political representation. While significant progress has been made in achieving legal equality, systemic barriers such as voter suppression, gerrymandering, and biased policies continue to undermine the social and political advancement of racial minorities. The lack of representation in political institutions means that the voices and concerns of marginalized communities often go unheard, perpetuating cycles of inequality.

Cultural factors also play a significant role in sustaining racial discrimination. The erasure of African American culture and history, coupled with the dehumanizing narratives that have been perpetuated over centuries, have contributed to deeply ingrained stereotypes and prejudices. During slavery, enslaved Africans were denied the opportunity to preserve their cultural practices, languages, and traditions, forcing them to assimilate

into a society that devalued their identity. Even today, systemic racism manifests in the underrepresentation of African American history and culture in education systems, media, and public discourse. This cultural exclusion fosters a sense of otherness and reinforces racial hierarchies that disproportionately impact African Americans.

Economic disparities are another critical factor in the persistence of racial discrimination. The economic exploitation of African Americans during slavery and the subsequent denial of opportunities for economic mobility have created a systemic wealth gap that persists to this day. For instance, the refusal to grant land and resources to freed slaves after the Civil War, coupled with exclusionary practices such as redlining and discriminatory lending, has limited the ability of African Americans to accumulate wealth. This economic inequality translates into disparities in access to quality education, healthcare, and other resources, further entrenching racial disparities and perpetuating cycles of poverty. The gap in economic power also means that African Americans have less influence in society, reinforcing their marginalization.

Moreover, psychological and social factors cannot be overlooked. Centuries of systemic racism and discrimination have created deeply ingrained biases and prejudices that are passed down through generations. These biases manifest in everyday interactions, influencing how individuals perceive and treat people of different races. The internalization of these stereotypes can also lead to internalized racism, where members of marginalized communities begin to doubt their own worth and abilities. This psychological toll exacerbates the social and economic challenges faced by African Americans, creating a cycle of disadvantage that is difficult to break.

Addressing racial discrimination requires a holistic approach that tackles its root causes. Policy reforms are essential to dismantle systemic barriers and ensure equal access to resources and opportunities for all. Education also plays a critical role in challenging stereotypes and promoting greater understanding and empathy across racial lines. By incorporating diverse perspectives and histories into educational curricula, societies can work to dismantle the cultural biases that have fueled racial discrimination for centuries. Additionally, economic policies must prioritize addressing the systemic inequalities that have been perpetuated through history, ensuring that marginalized

communities have equal opportunities to thrive.

Ultimately, the persistence of racial discrimination today is not merely the result of individual prejudices but a complex web of historical, political, cultural, and economic factors that have shaped societies over centuries. To move forward, societies must confront these root causes head-on, engaging in difficult conversations and taking bold actions to dismantle the systems that perpetuate inequality. Only then can true progress be made toward a more equitable and inclusive world.

## 5. Conclusion

The ideal of equality and inclusiveness promoted by the United States often contrasts sharply with its reality, particularly for African Americans. Despite the passage of more than half a century since Martin Luther King Jr.'s iconic "I Have a Dream" speech, racial discrimination and inequality persist, leaving African Americans struggling for equal rights. The U.S. government must address these human rights issues by ensuring equal protections and opportunities for ethnic minorities, turning its rhetoric of equality into tangible reality.

The roots of racial discrimination can be traced back to historical injustices. The rise of capitalism and colonialism led to brutal exploitation and racial segregation, fostering deep-seated hatred and inequality that persist today. Economic disparities further exacerbate these issues, with the concentration of wealth among the ruling class leaving the majority, including African Americans, in poverty and without access to resources like quality education and healthcare.

Systemic racism has also deprived African Americans of their basic rights, leading to long-standing struggles. The capitalist system perpetuates class divisions, creating a cycle of exploitation and oppression. While some African Americans have achieved success in various fields, systemic barriers continue to limit opportunities, trapping many in a vicious cycle of inequality. The solution lies in addressing the root causes of these disparities, such as unfair wealth distribution and discriminatory policies, and moving toward a more equitable system.

Ultimately, racial discrimination is a complex issue deeply rooted in history, politics, and economics. To achieve true equality, the United States must confront these systemic problems and work toward a society where all individuals, regardless of race, can realize their full potential.

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