

Mechanisms of Racial Inequality

Sociology

The distinct processes sociologists separate under one heading.

Different mechanisms imply different evidence and different remedies.

Mechanisms

Direct discrimination in a decision.

Institutional rules with unequal effect.

Accumulated disadvantage across generations.

Residential sorting into unequal services.

Network exclusion from job information.

Stereotype and evaluation bias in screening.

Evidence used

Audit and correspondence tests.

Wealth gaps alongside income gaps.

Segregation and exposure indices.

Administrative decision records.

Longitudinal panel studies.

Historical policy documents.

Educational reference. Race is treated as a social classification with material effects, not a biological category.