

# INDEX

- Abad, M., 8, 10  
Abrams, L. S., 91, 98  
Abstract liberalism, 92, 140–141  
Acker, J., 155  
Affirmative action policies, 19  
    de-institutionalization of, 20  
Alston, R. S., 155  
AMA. *See American Missionary Association (AMA)*  
American criminal justice system, 91  
American Medical Association, 29  
American Missionary Association (AMA), 5, 6, 33, 42  
American political system, 172  
American racial state, 173–174  
Anderson, Lawrence, 53–55  
Appalachia, 10, 42  
Ayers, Edward L., 54
- Baker, Charlie, 75, 76  
Bastado, Michael, 26  
Bell, Derrick, 106, 134, 136  
Bell, J. M., 146  
Bell, John C., 64  
Berrey, E., 145  
Binder, A., 36  
Black congressional community, 186  
Black Connecticut residents, 101  
Black lawmakers, 183  
Black people  
    in Connecticut, 95–96  
    in United States, 95  
Black Power, 136  
Black service workers, 180, 186, 188  
Black unemployment rate, 95  
Bobo, L., 97  
Bologna Process, 34
- Bonilla-Silva, E., 9, 91–92, 94, 95, 97, 136, 139, 141, 144–146, 156  
Boston Teachers Union (BTU), 75  
Bourdieu field theory, 17  
Bracey, G. E., 174, 175  
Branch E. H., 184  
Breckinridge, John C., 64  
Brooks, Lamar, 161  
Brown, Kate, 180  
Brown, Shantel, 164  
BTU. *See Boston Teachers Union (BTU)*  
Bureaucracies, racialization of, 160–161  
Bureaucratic process, 155–157  
Bureaucratic retaliation, 162–164  
Bureaucratic rules, 161–162  
Burke, M. A., 132
- CAA. *See Congressional Accountability Act (CAA)*  
Cannon, John, 162  
Cap lift 2016, 74–75  
Carbado, D. W., 142  
Carceral citizenship, 104  
Carpenter, Daniel, 53  
Chapel, Emmanuel, 65  
Charter schools, 69–70  
    expansion in Massachusetts, 73–83  
    public funds for, 73  
Civil Rights, 28, 146  
    legislation, 28  
    movement, 9, 21, 28–29, 132, 136, 177  
Civil Rights Act, 165, 183  
Civil Rights Commission, 162

- Civil War, 28, 51  
 southern legacy of, 64  
 United States, 32, 50
- Clay, Henry, 59
- Coalitions, 71, 72, 74, 76  
 interracial, 77, 79–83  
 “Save Our Public Schools”, 79–83
- Cofield, Juan, 74, 80
- Coleman, Dan, 51
- College-educated Latinx, 116
- Collins, S. M., 111, 117, 134, 143
- Colorblind  
 discourses, 153  
 organizations, 138  
 policies, 140, 144  
     in organizations, 140  
 practices, 136
- Colorblind ideology, 92  
 rise of, 135–139
- Colorblindness, 100, 105  
 invocation of, 144  
 racial, 89–107  
 reinforcing, 101
- Colorblind racism, 65, 92, 126, 131, 132, 139, 140, 144, 146
- Congress, 172  
 as racialized political institution, 173  
 as white institutional workspace, 175–177
- Congressional Accountability Act (CAA), 185
- Congressional offices, 184–185
- Congressional staff, 175, 187, 188
- Congressional workplace  
 race-neutral analyses of, 176  
 racialized origins of, 177–179  
 theorization of a racialized, 172
- Connecticut  
 all Black ex-prisoners in, 102  
 Black people in, 95–96  
 criminal justice system, 101
- Contemporary field theory, 18
- Core organizing principle, race as, 3–4
- Couloute, L., 7, 8, 11
- Crabb, George W., 59
- Crenshaw, K. W., 137
- Criminal justice system, Connecticut, 101
- Cruz, Selena, 163
- Cultural racism, 142–143
- Dawson, William, 181
- De-institutionalization, of affirmative action policies, 20
- DeLauro, Rosa, 103
- De Leon, C., 5, 6
- Democratic Gazette* (Tuscaloosa), 58
- Department of Human Services  
 agencies (DHS), 119, 120
- de Priest, Oscar, 181
- Desmond, Matt, 28, 43
- DHS. *See* Department of Human Services agencies (DHS)
- Diamond, J. B., 139, 141
- DiMaggio, P., 37
- Discourses  
 colorblind, 153  
 on reentry, 102–103
- Discrimination, 153–158, 165  
 labor market, 100  
 in New Deal era, 180–182  
 patterning of, 158–160  
 racial, 98, 153
- Doane, A. W., 92
- Dobbin, Frank, 33
- Dominant ideology, 90
- Drezner, N. D., 36
- Education  
 public, 75  
 quality, 78, 85  
*See also* Higher education
- EEOC. *See* Equal Employment Opportunity Commission (EEOC)
- Emirbayer, Mustafa, 28, 43
- Environmental professionals, 143

- Equal Employment Opportunity Commission (EEOC), 159, 185, 186
- Espeland, W., 38
- Ethnically responsible trajectory, 117–121
- Ethnically tethered trajectory, 121–125
- Evolving Organizations* (Aldrich), 15
- Fielding higher education, 32–35
- Field theory, 16–17
- contemporary, 18
- Fligstein, N., 17
- Flores, Hector, 162
- Ford, Lacy K., 50
- Fourcade, M., 28, 39
- Framing
- colorblindness in organizations, 139–140
  - message, 71
  - racial, 70, 71, 74, 77, 79, 84
- “Free Soil Democrats”, 60
- Frost, William G., 41, 42
- Gender, 152
- Gender inequality, 152
- Genovese, Eugene, 52
- Gingrich, Newt, 185
- Glynn, M. A., 39
- Gomez, Jose, 162
- Great Depression era, 90
- Gulati, M., 142
- Hallett, T., 39, 43, 174–175
- Hall, S., 135–137
- The Handbook of Organizational Institutionalism*, 15
- The Handbook of Organizations* (March), 15
- Harassment, 162–164
- Harris, Darryl, 161
- Hartmann, D., 146
- Hawkesworth, M., 185
- HBCUs, 21, 35, 38
- HEOs. *See* Higher education organizations (HEOs)
- Hierarchies, 16–18, 21
- Higher education, 20, 26–27, 37, 38
- field development in United States, 32–35
  - United States, 26, 28
- Higher education organizations (HEOs), 28, 33, 35–38, 40–44
- Hilliard, Henry, 62
- Hill, Michael, 50
- Hines, Robert, 51
- Hirsh, E., 29–30
- Hoffman, A. J., 92
- Huehls, F., 36
- Hughey, M. W., 132
- Ideal workers, 160–161
- Identity, racial, 29–30
- Ideological consistency*, 84
- Immigrant Service Center (ISC), 125
- Immigrant-service provider, 118
- Immigration, 113, 125
- policy, 127
- Immigration-service roles, 128
- Individualism, 103, 105
- Inequality, 165
- causes of, 138
  - gender, 152
  - racial, 8, 11, 131–132, 138–140, 142, 145
- in workplace organizations, 153–158
- Inhabited institutionalism, 31, 38, 43, 44
- Innovators, organizational, 133
- Institutional entrepreneurs, 30
- Institutionalism
- inhabited, 31, 38, 43, 44
  - organizational, 4
- Institutionalist, 17
- Institutionalizing discrimination, in New Deal era, 180–182

- Institutional legacies, 65  
 Institutional theory, 15–17  
 Institutional workspace, congress as white, 175–177  
 Institutions, 51, 52, 54  
   political, 64  
   racial, 173–175  
   racialized, 171–172  
   supremacist, 65  
*Institutions and Organizations* (Scott), 15  
 Interracial advertising, 77–79  
 Interracial coalition, 77, 79–83  
 Interracialism, 72  
 Interracial labor movements, 72  
 ISC. *See* Immigrant Service Center (ISC)  
 Jackson, Andrew, 57  
 Jemison, Robert, Jr., 59–61  
 Jim, Crow, 29, 40, 180  
 Jones, John W., 57  
 Jones, Trevor, 161  
 Jordan, Michael, 97  
 Karabel, Jerome, 40  
 Katz, Michael, 34  
 Katz, Phil, 82  
 Kennedy administration, 19  
 Khurana, R., 28, 39  
 Kimura, K., 28, 39  
 King, D. S., 178  
 Klueger, J. R., 97  
 “Know Nothing” Party, 57, 63  
 Kornrich, S., 29–30  
 Krislov, S., 176  
 k-12 schools, 35  
 Labor market discrimination, 100  
 Laissez Faire Racism, 97  
 Latino pan-ethnicity, 18  
 Latinx immigrants, 8  
 Laub, J. H., 90  
 Lawmakers, 184  
   Black, 183  
 Lea, C. H., 91  
 Legacies, institutional, 65  
 Legislative staff organizations (LSOs), 185  
 Legitimation, 155–157, 164  
 Lewis, Amanda, 85, 112, 139, 141  
 Lewis, Morris, 181  
 Liability, risk and, 2  
 Liberalism, abstract, 140–141  
 Liberation, US-based Black, 71  
 Lifschitz, A., 36  
 Light, R., 31  
 Logics, race as, 6–8  
 Lounsbury, M., 6, 39  
 LSOs. *See* Legislative staff organizations (LSOs)  
 Malbin, M. J., 177  
 Malloy, Dannel P., 101, 102  
 Mandated meritocracy, 103–104  
 Manno, Michelle, 85  
 Martin, P. Y., 155  
 Massachusetts, 78  
 Massachusetts, charter schools expansion in, 73–83  
 Massachusetts Teachers Association (MTA), 73, 75, 77  
 Massey, D. S., 44  
 Mass incarceration, 89–90  
 McAdam, D., 17, 29  
 Meadwell, Hudson, 53–55  
 Mejia, Julia, 78, 79  
 Meritocracy, mandated, 103–104  
 Mexican-American War of 1846–1848, 52  
 Meyer, John, 40, 41  
 Mijs, J. J. B., 91  
 Miller, R. J., 91, 104, 172  
 Minimization of racism, 92  
 Minority-serving institutions (MSIs), 38  
 Miscegenation laws, 137  
 Modern organization  
   familial origins of, 132–135  
   theory, 17  
 Moore, B., 52

- Moore, W. L., 174  
Morrill Act (1862), 32–34  
Morris, Aldon, 3, 71  
MSIs. *See* Minority-serving institutions (MSIs)  
MTA. *See* Massachusetts Teachers Association (MTA)  
Multiracial, 84  
  
NAACP, 80–81, 107  
National Labor Relations Act, 183  
National Medical Association, 29  
Naturalization, 145–146  
Naturalization and cultural racism, 92  
NEAC-NAACP, 80, 81  
Nelson, A., 3  
New Deal era, discrimination in, 180–182  
*The New Institutionalism in Organizational Analysis* (DiMaggio and Powell), 15  
  
Obama, Barack, 92, 93  
Ocasio, W., 6  
Occupational Safety and Health Act, 183  
Occupational trajectories typology, 116  
Offe, Claus, 26  
Omi, M., 139, 173, 174, 186  
Organization  
    colorblind policies in, 140  
    framing colorblindness in, 139–140  
    race and, 2, 10, 11  
    racial character of, 160  
    racialization of, 29  
    social movement, 70, 84  
Organizational emergence, 34  
Organizational field, 37  
    level, 37  
  
Organizational forms, diversity of, 115  
Organizational innovators, 133  
Organizational institutionalism, 4  
Organizational policies, 139  
Organizational theory, 3–5, 17, 132, 139  
    modern, 17  
*Origins of the Civil Rights Movement* (Morris), 71  
  
Pace, Lawrence, 162  
Pan-ethnicity, 18  
    Latino, 18  
Pardons, 104  
Patronage in reconstruction era and segregation, 179–180  
Penner, A., 31  
Petersilia, J., 90  
Phelps, M. S., 93  
Policing of status boundaries, 162–164  
Political institutions, 64  
Political parties, 51, 52, 61, 65  
Political system, America, 172  
Polk, James K., 52, 57  
Polling and results, 83–84  
Post-Civil Rights, 137  
Post-Civil Rights era, 152  
    outlier in, 183–186  
Powell, W., 37  
Predominant scholarship, 27  
Predominately white institutions (PWIs), 38  
Proviso, Wilmot, 60, 61  
Public education, 35, 75  
Public funds, for charter schools, 73  
Public schools, 79–83  
Public tertiary education, defunding of, 34  
PWIs. *See* Predominately white institutions (PWIs)  
  
Quasi-feudal system, 26

- Race
- categories of, 21
  - Connecticut incarceration rates by (2016), 93
  - as core organizing principle, 3–4
  - definition of, 28
  - as fundamental element, 4–10
  - as logics, 6–8
  - omission of, 175, 176
  - and organization, 2, 10, 11
  - as process, 8–10
  - scholars, 85
  - segregation by, 43
  - social conceptions of, 11
  - sociological conceptualizations of, 31
  - in sociology, 1
  - sociology of, 173
  - as strategy, 4–6
  - sustained discussion on, 10–11
  - theorists, 138–139
- Race/ethnicity, 115, 153–158
- Race-neutral analyses, 176
- of congressional workplace, 176
- Race-neutral approach, 176
- Race, Organizations and the Organizing Process*, 3
- Racial activation, 40
- Racial activation theory, 5, 28–31
- proposition of, 36, 38–40
- Racial colorblindness, 89–107
- Racial discrimination, 98, 153
- Racial disparities, 101
- Racial formation, 173
- theory, 174
- Racial framing, 70, 71, 74, 77, 79, 84
- Racial identity, 29–30
- Racial ideology, 90, 104
- Racial inequality, 8, 11, 100, 131, 132, 138–140, 142, 145
- Racial institutions, 173–175
- Racialization, 31
- of bureaucracies, 160–161
  - of organizations, 29
  - of US higher education organizations, 35–43
- Racialized institution, 171–172, 187
- Racialized policing, 161–162
- Racialized political institution, congress as, 173
- Racializing organizations, 40–43
- Racial kinship, 135
- Racial leveraging and organizational needs, 38–40
- Racial meanings, 30, 31
- shaping organizational fields through, 36–38
- Racial process, 187
- Racial resources, 74, 77
- Racial segregation, 37
- in United States, 31
- Racial state, 173–174
- Racial transformation process, 182
- Racism, 94
- “changing same”, 135–139
  - colorblind, 65, 92, 126, 131, 132, 139, 140, 144, 146
  - cultural, 142–143
  - minimization of, 96, 143–145
  - omission of, 175, 176
  - sociology of, 173
- Racism without Racists* (Bonilla-Silva), 91, 131
- Racist language, 163
- Rae, Danielle, 160
- RCC. *See* Returning Citizens Coalition (RCC)
- Reactive sequences, 51, 56, 64
- Recidivism scholarship, 7
- Reconstruction era, patronage in, 179–180
- Reentry
- discourses on, 102–103
  - positioning, 103
- Reinforcing colorblindness, 101
- Reparation and Reconciliation: The Rise and Fall of Integrated Higher Education* (Smith), 18
- Resource dependency theory, 27
- Resource mobilization theory, 71
- Retaliation, 153, 160, 163, 164

- Returning Citizens Coalition (RCC), 94, 98  
Rhetorical moves, 105  
Rios, V. M., 99  
Risk and liability, 2  
Rivera, L. A., 142  
Roberts, Shauna, 163  
Rodrigues, Michael, 76  
Rojas, F., 3–5, 16  
Roof, Dylann, 64, 65  
Roscigno, V. J., 156  
Rubin, A., 93  
  
Saito, L., 139  
Saperstein, A., 31  
Sauder, M., 36, 38  
“Save Our Public Schools” coalition, 79–83  
Scholarship  
    predominant, 27  
    recidivism, 7  
    sociological, 164  
    wealth of, 27  
Scott, Dred, 179  
Scott, R. W., 37  
Seamster, L., 139  
‘Second Chance Society’, 102  
Segregation, by race, 43  
Senate balance rule, 54  
Skrentny, J. D., 117  
Slave Era, congressional workplace in, 177–179  
Smith, C. M., 5, 6, 11  
    *Reparation and Reconciliation: The Rise and Fall of Integrated Higher Education*, 18  
Smith, Latoya, 163  
Smith, R. A., 97  
Smith, William R., 59, 62–64  
Social actors, interactions of, 172  
Social change, 19, 20  
Socially responsible trajectory, 125–128  
Social movement, 71–72  
    organizations, 70, 84  
Social network analyst, 17  
Social psychologists, 144–145  
Sociological scholarship, 164  
Sociologist, 8, 11, 16  
Sociology, 132  
    of race and racism, 173  
    race in, 1  
“Southern Rights” Democrats, 6, 61  
Stainback, K., 143, 180, 183, 186  
Stamatov, Peter, 27  
Stevens, M., 36  
Stinchcombe, A. L., 133  
Stuart, F., 104  
Suburbs, 112, 114, 115, 117–119  
Supremacist institutions, 65  
  
Taylor, Doreeta, 143  
Texas Whigs, 56, 59  
Thornton, J. Mills, 50  
Thornton, P. H., 6  
Tomaskovic-Devey, D., 143, 180, 183, 186  
Travis, J., 90  
Trump, Donald, 65  
Tuscaloosa County, Alabama, 55–56  
  
United States  
    Black liberation, 71  
    Black people in, 95  
    Civil War, 32, 50  
    Congress, 171  
    higher education, 26, 28  
        field development, 32–35  
        organizations, racialization, 35–43  
    Immigration and Customs Enforcement (ICE), 113  
    Mexican War, 60  
    racial segregation in, 31  
    Secession Crisis, 6  
        alternative explanations, 53–55  
  
Van Buren, Martin, 56–58, 60  
Varon, Elizabeth, 54  
Ventresca, M. J., 39, 174–175

- Walters, K., 6  
Washington, Ebony, 164  
Washington, George, 61  
Watson, Harry L., 50  
Weingast, Barry, 53  
Whig Party, 57  
White-dominated workplace, 187  
White institutional workspace,  
    congress as, 175–177  
White supremacies, unfolding struggle  
    of, 56–64  
Wiesenthal, Helmut, 26  
Williams, C. L., 155  
Wilmot, David, 60  
Wimmer, Andreas, 30  
Winant, H., 139, 173, 174, 186  
Winfrey, Oprah, 97  
Wingfield, A. H., 155  
Wood, K., 36  
Wooten, M. E., 38, 39, 92, 184  
Workplace  
    organizations, inequality,  
        153–158  
    racial discrimination, 153  
    white-dominated, 187  
Workspace, congress as white  
    institutional, 175–177  
Yancey, William L., 55, 58