

# Department of Sociology

Presents



## Christy Glass

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Friday, March 24, 2023  
1:10 pm, The Spark 323

## The Paradox of Integration: Racial Composition of NFL Positions from 1960-2020

### Abstract:

As highly visible organizations, professional sports teams provide a context to examine the reproduction of racial hierarchies over time. This study analyzes racial segregation/integration in the NFL between 1960 and 2020. Using data from 20,357 players, we examine the racial composition of positions in the field and how these patterns influence career length. Our analysis reveals three distinct patterns of segregation/integration over time: cumulative hyper-segregation in high-risk positions, durable segregation in high-prestige positions, and integration in hybrid positions. We consider the implications of these findings for theory and research on racialized organizations as well as for the lives of players.

### Bio:

Dr. Christy Glass is a Professor of Sociology at Utah State University. She earned her Ph.D. in Sociology from Yale University in 2005. Her research and teaching focus on gender and racial inequality in work organizations. Her current research focuses on mechanisms that produce the glass cliff, the nature of anti-trans workplace discrimination, and the impact of representation on elite organizations. She has published widely in top journals in sociology and management, including *Social Forces*, *Work & Occupations*, *Gender & Society*, *Social Problems*, *Strategic Management Journal* and *Leadership Quarterly*. Her research has been featured in *The New York Times*, *The Guardian*, National Public Radio, Huffington Post, CNN, MSNBC and the Harvard Business Review.

*ZOOM Information: Meeting ID: 918 8872 4630 • Passcode: 118268*