While many believe that America is post-racial, black Americans continue to experience multiple forms of overt and covert racial discrimination (Bobo and Fox, 2003; Feagin and McKinney 2003). The negative effects of these experiences on black Americans’ physical and mental health outcomes underscore the need for a more detailed understanding of the various forms of discrimination faced by blacks (Smalls, White Chavous and Sellers 2007, Yip, Seaton and Sellers 2006; Banks and Kohn-Wood 2007, Harrell 2000, Scott 2003, Seller and Shelton 2003, Mossakowski 2003, Williams, Yu, Jackson and Anderson 1997). Qualitative scholars, in particular, have done a good job at highlighting how gender and class shape the kinds of discrimination blacks experience and the frequency of these experiences (Feagin 1991, Cose 1993, Feagin and Sikes 1994). Although we know that blacks are still likely to experience discrimination across various domains including while seeking work and at work (Brown, Williams, Jackson and Neighbors 2003; Kirschenman and Neckerman 1991; Pager and Quillian 2003; Williams Krieger and Sidney 1996; Williams, Neighbors and Jackson 2003), in the criminal justice system and from police (Brewer and Heitzeg 2008), in education and housing (Denton 2006; Massey 2005; Neblett, Philip, Cogburn and Seller 2006; Roscigno 2007; Seaton 2006; Turner and Ross 2005; Yinger 1995), and in public places (Feagin 1991; Ridley et al 1989), we lack a comprehensive quantitative assessment of how gender, social class, and the intersections of gender and social class influence the type and frequency of general and everyday discrimination experienced and the places and spaces where these experiences are most likely to occur.

To help fill the gaps in this literature, this paper examines the ways in which perceived (self-reported) discrimination experienced by black Americans varies across gender and class lines using data from the National Survey of Black Workers (NSBW). The NSBW is a recent, large-scale, nationally representative sample of employed or recently unemployed (less than one year) black Americans who were interviewed from 1999-2000 and again in 2001-2002. Discrimination experiences evaluated include dichotomous measures of discrimination in housing and employment from waves 1 and 2, and the frequency of experiences with everyday discrimination, such as being treated with less courtesy or respect, receiving poor service in
restaurants, being followed in stores, and being insulted or harassed, from wave 2. To address some of the difficulties faced when trying to define social class for blacks, social class differences are evaluated across levels of educational attainment, categories of occupational prestige, and levels of autonomy at work. Preliminary findings suggest that while some experiences with discrimination cut across gender and class lines, others forms of general and everyday discrimination are limited to or are more likely to be reported by specific black subgroups.