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This is true even when negotiating with people of the same gender. Many men and women assume that males are highly competitive, manipulative, win-lose negotiators. People often see men as wanting to attain solid deals from the other negotiator. A widely held stereotype of difference is that women are more accommodating than men.

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When it comes to salary negotiations, women, in general, are less likely to ask for one. But when race enters into the picture, all women are less likely to ask for a raise compared to men of pretty much every race and ethnicity. Fractl research shows that 51.8% of respondents have asked for a raise. But, when you break that down by race, the results are rather shocking.

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Andersen, M. (1994) 'Studying across Difference: Race, Class, and Gender in Qualitative Research', in J. Standfield and R. Dennis (eds) Race and Ethnicity in Research Methods. Newbury Park, CA: Sage. Google Scholar

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In study 1, race and gender of a negotiation partner was manipulated. An individual's negotiation aspirations were found to mediate the

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relationship between partner race and negotiation behavior. When negotiating with African Americans, people set higher targets and first offers and this mediated the impact of partner race on demands.

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Negotiating with someone who is the same gender is slightly more preferable than someone of the same race: About 38% of respondents said gender wouldn't make a difference, compared with 41% who...

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Negotiating Race, Class, and Gender within the Ummah Religion, Race, and Ethnicity. by Jamillah Karim. ... due to gender inequalities, are sometimes more likely to move outside of their ethnic Muslim spaces and interact with other Muslim ethnic groups in search of gender justice. ... Karim investigates what it means to negotiate religious ...

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