



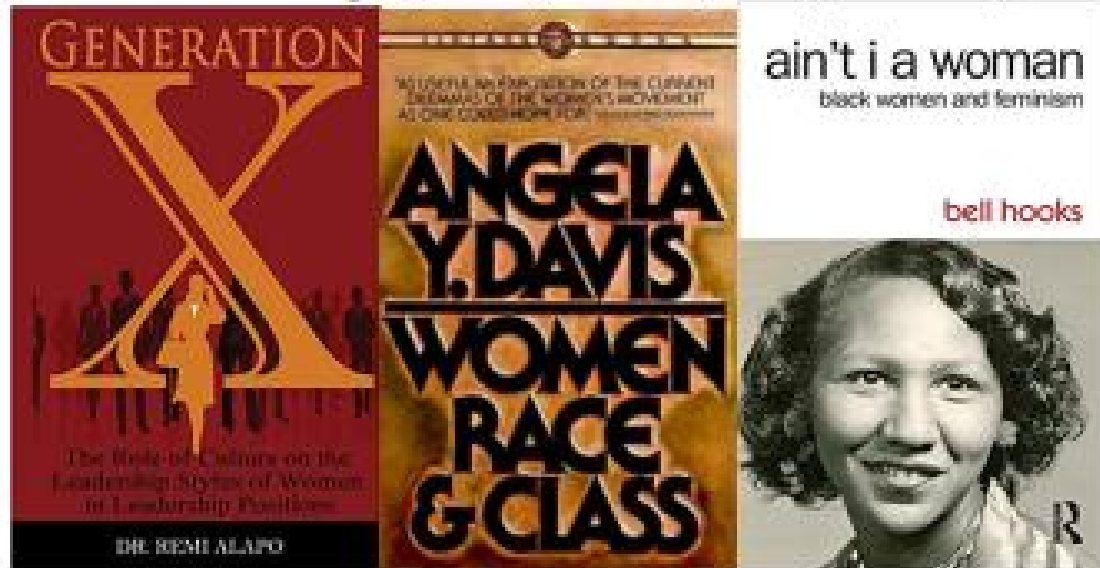
# GROUP RESEARCH PAPER

KAREN ANAHI ALBAN, JOAH JOSEPH, CIERRA MCNEAL



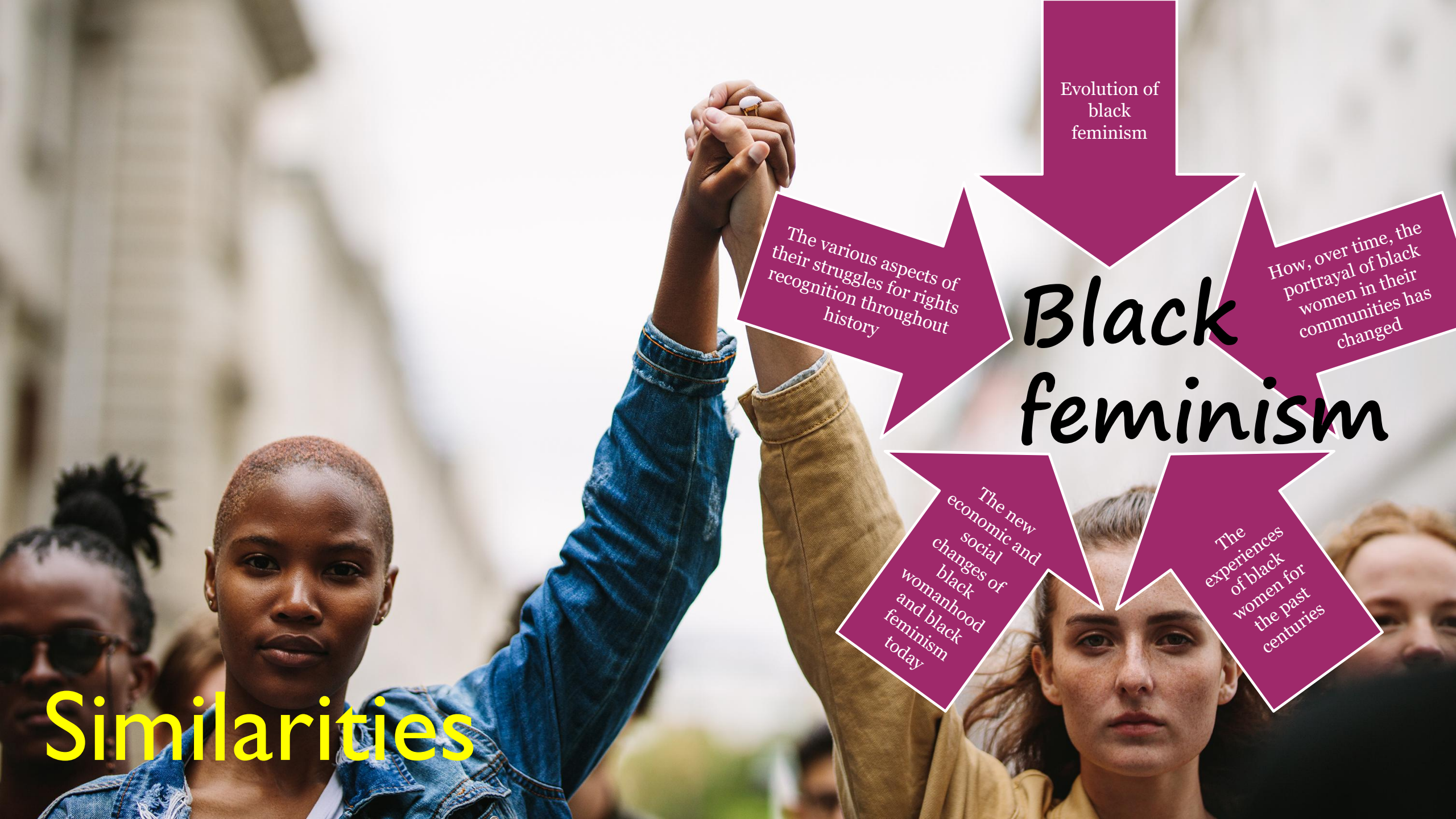
**EDUCATION VS MIS-EDUCATION AND THE  
BLACK WOMAN.  
&  
AFRICAN WOMEN, FEMINISM AND LIBERATION.**

Course texts: Alapo [2016], Davis [1983], Hooks [2020].



# COURSE TEXTS





Evolution of  
black  
feminism

The various aspects of  
their struggles for rights  
recognition throughout  
history

# Black feminism

How, over time, the  
portrayal of black  
women in their  
communities has  
changed

The new  
economic and  
social  
changes of  
black  
womanhood  
and black  
feminism  
today

The  
experiences  
of black  
women for  
the past  
centuries

# Similarities

---

SOME OTHER  
SIMILAR  
FOCUSES OF  
THE THREE-  
TEXTS COURSE

- The books “Ain't I a woman, black women and feminism” (2020), “Generation X” (2016), and “Women's race and class” (1983) are all focused on the impact that sexism, racism and sexist patriarchal culture had on the black women advancement, leadership and the important role education plays in how black women define themselves as opposed to how they are instructed to.

# Distinction

THE REASON BEHIND DIFFERS FROM ONE AUTHOR TO ANOTHER



- Bell Hooks' perspective
- “contemporary black women could not join together to fight for women’s rights because we did not see “womanhood” as an important aspect of our identity. Racist, sexist socialization had conditioned us to devalue our femaleness and to regard race as the only relevant label of identification.” (Hooks, pg 1).





## ANGELA Y. DAVIS' PERSPECTIVE

- “The absence of black women at the Seneca Falls Convention was all the more conspicuous in light of their previous contributions to the fight for women’s rights.” (Davis, pg 58).





## DR. REMI'S PERSPECTIVE

- “A person’s beliefs, values, ideals, religion, and norms are deeply rooted in his leadership practices, and national culture affects the leadership practices, and national culture affects the leadership behavior, styles, goals, structure, culture, and strategies of organizations.” (Alapo, pg 37).





The black feminist tradition emerges not from other movements, but from the experience of being both black and female. It is a long tradition that defies easy categorization and is distinguished by its multifaceted approach to liberty. Even though they endure a combination of both forms of discrimination, black women are frequently neglected in discussions about racism and sexism. The key phrases in characterizing how similar black women are to other groups are more 'black' and less 'women.' Previous research has discovered that Blackness is related with masculinity, which leads to errors in categorizing Black women's gender or recognizing Black women's looks. Other research has indicated that Black women and girls are more likely to be threatened and endangered than White women and girls.

- Black women are underrepresented in the workplace for many reasons. One big factor is a “broken rung” at the first critical step up to the manager. For every 100 men promoted to manager, only 58 Black women are promoted, despite the fact that Black women ask for promotions at the same rate as men. and for every 100 men hired into manager roles, only 64 Black women are hired. That means there are fewer Black women to promote at every subsequent level, and the representation gap keeps getting wider.
- Black women are severely underrepresented in senior leadership

BLACK WOMEN ARE MUCH LESS  
LIKELY TO BE PROMOTED TO  
MANAGER—AND THEIR  
REPRESENTATION DWINDLES FROM  
THERE

DID YOU KNOW?

49% of Black women feel that their race or ethnicity will make it harder for them to get a raise, promotion, or chance to get ahead, compared to just 3% of white women and 11% of women overall.

% of employees who say...

Having a worse experience



Having a better experience

	All women	Black women	White women	Latinas	Asian women	All men
My manager helps me navigate organizational politics	28%	24%	30%	28%	24%	29%
My manager advocates for new opportunities for me	36%	29%	37%	35%	35%	34%
My manager gives me opportunities to manage people and projects	41%	36%	43%	39%	40%	45%
My manager provides opportunities for me to showcase my work	39%	36%	41%	38%	39%	43%
My manager helps me manage my career path	25%	22%	26%	26%	24%	24%
I have the sponsorship needed to advance my career <sup>10</sup>	30%	24%	31%	31%	27%	33%

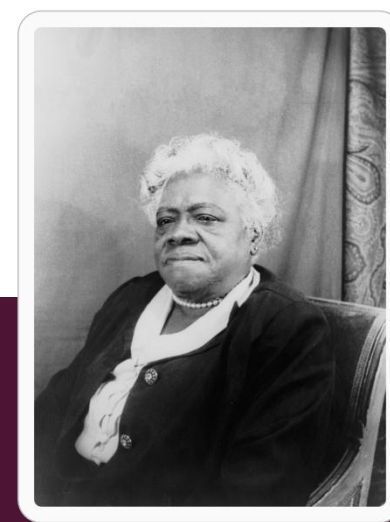
# BLACK WOMEN RECEIVE LESS SUPPORT FROM THEIR MANAGERS

Women of color, and Black women in particular, tend to receive less support and encouragement from their managers. Compared to white women, Black women are less likely to have managers showcase their work, advocate for new opportunities for them, or give them opportunities to manage people and projects. Black women are also less likely to report that their manager helps them navigate organizational politics or balance work and personal life. This matters—employees who have consistent manager support are more likely to be promoted, and they’re also more likely to believe that they have an equal opportunity to advance.

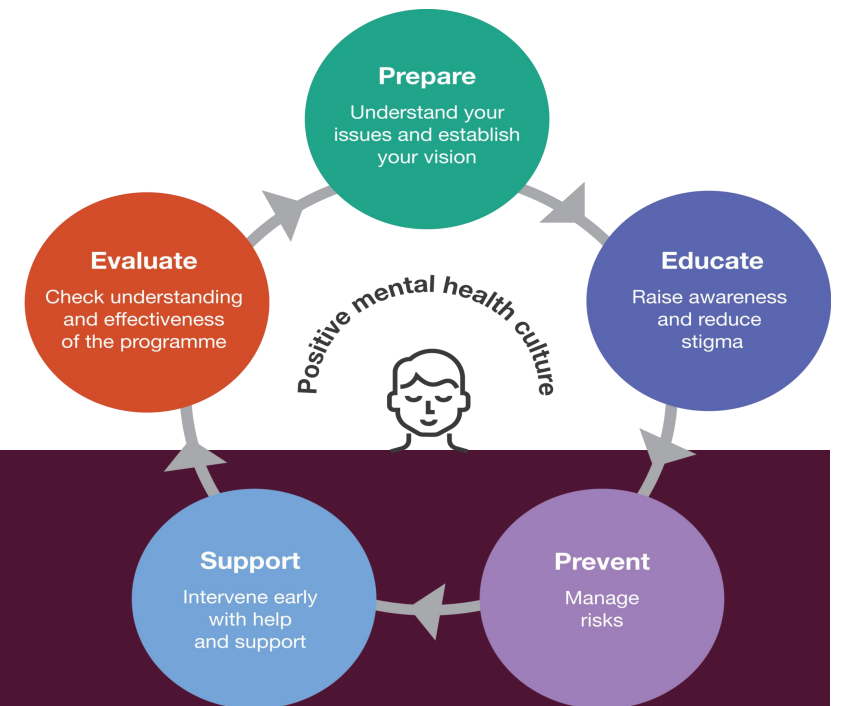
# BLACK WOMAN'S CLUB

Black women who shared the same purpose were brought together by the Black Women's Club, which Ida B. Wells-Barnett founded to put an end to lynching. Numerous of these organizations focused on issues like women's suffrage, cleanliness, education, and health that were also addressed by white women's organizations.

However, at every turn, they were betrayed, spurned, and rejected by the leaders of the lily- white woman suffrage movement. For suffragists and clubwomen alike, Black women were simply expendable entities when it came time to woo southern support with a white complexion “Davis pg. 189”). Racism persisted in political and economic settings after slaves were freed in the 1800s and 1900s.



- Slavery in the United States provided a legacy of extreme inequality, victimization, and powerlessness for a predominantly southern rural population. Following the Civil War, segregation and Jim Crow laws continued and supported oppression and expectations for verbal and physical abuse and injury from European Americans. Moreover, the depth of individual personal hurt and despair has resulted in transgenerational emotional scars.
- **The African American patient was less able to benefit from psychotherapy because he was “less articulate, competent, introspective, self-critical, sophisticated about mental health centers, and psychologically minded” (Geller, 1988, p. 124).**
- Because of past stigmatization of their traits as "deficits," mental health may be taboo in African American societies. To apply a holistic perspective of identity and their past, we should reform educational and training programs, and create culturally competent service delivery systems, it is advised that black women and men organize wellness groups.



MENTAL HEALTH AND BLACK WOMEN

- In other words, the claim made by slaveowners and their agents over the bodies of female slaves was a direct representation of their imagined property rights over Black people. Sexual harassment or sexual coercion was a prevalent trait in the interaction between slave master and slave owner.
- It designated slavery as a sexual economy in order to highlight the gender hierarchies and mechanisms of subordination present in slavery, as well as to demonstrate how slavery provided the first examples of the social construction of gender, and the false premise between public and private relations.
- **“The experience of the Vietnam War furnished a further example of the extent to which racism could function as a provocation to rape. Because it was drummed into the heads of U.S. soldiers that they were fighting an inferior race, they could be taught that raping Vietnamese women was a necessary military duty.” Davis Pg. 225**
- An example of how American society has exploited sexual dominance to assert control over a certain group of people is shown by the quote from Angela Y. Davis above.

## SLAVERY AND ROOT OF SEXUAL HARRASMENT

Some sources estimate that 58% of all enslaved women aged 15–30 years old were sexually assaulted by their slave owners and other white men.