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Podcast Script
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Women still fighting for Equality

In this podcast, I will explore research that has been done on gender inequality in the workplace but mostly geared toward African American women. Women have been fighting for equal rights for decades alongside equality for our African American brothers and sisters. While all studies I'm using have been mostly conducted in the United States, there have also been studies conducted around the world.

In an article I read by Iris Young, "Five Faces of Oppression," Young discusses the ways oppression is present in society. Iris Young had stated that the five faces of oppression are Exploitation, violence, marginalization, powerlessness, and cultural imperialism. Exploitation is the action of treating someone unfairly in order to benefit from their work. Violence is a behavior using physical force intended to hurt someone. Marginalization is when someone or a group of individuals are treated as if they are insignificant and to make them feel like they do not belong in society. I think with my research I have done, Mistreatment of women and minority women in the workplace are categorized into marginalization.

For us to completely understand racial and gender inequality that occurs in the workplace, we need to take a quick look at our American History. Stanton drafted a "Declaration of Sentiments, Grievances, and Resolutions" that echoed the preamble of the Declaration of Independence: "We hold these truths to be self-evident: that all men and women are created equal." (Section 1) For all men and women to be treated equally, should African American women really be treated any differently in the workplace because of the color of their skin or the way they choose to wear their hair? When the 14th Amendment was ratified, it freed slaves and

gave African Americans some sense of rights. They are still fighting to this day to get equal rights but unfortunately still facing oppression in their daily lives, especially in the workplace. For this vicious cycle to be broken forever we need to take a look into why there are still gender and racial biases in the workplace.

Let's start with what an employer first notices. When an employer is considering a possible candidate for a position they look at resumes. On resumes and job applications there is typically a questionnaire to get to know a little bit about a person. It will ask a candidate their name, age, gender, and race. In the book, "The Economics of Inequality, Discrimination, Poverty, and Mobility" it talks a lot about studies conducted on issues in the workforce. Mainly about resumes and interviews. "What was found was that after holding skills constant, resumes with "white" names got 50 percent more callbacks, even from employers who advertised themselves as equal opportunity employers." (196). The study also shows that 75 percent of people who got callbacks for interviews were white males. This also shows that while not only do white people have the upper hand at getting a job because of their race. That if you're a woman it still wouldn't matter what kind of degrees or experience you have. Women feel oppressed no matter what race they are or what kind of name they have. For example, an African American woman can be Elizabeth and still have less of a chance due to her race being put down on the resume or job application.

I would like to discuss what women experience in the workplace based on the color of their skin and being a woman, and what it takes for them to make a difference in the business world. In a male dominant workplace women are still viewed as household caretakers. The cause of this issue is part due to the fact that men wrote a majority of the workplace policies. "According to 2015 survey data from Catalyst, women of color comprise 16.5% of the workforce

in Fortune 500 companies; they hold 9.4% of first/mid-level officials and managers; 3.9% of Executive/Senior level officials and roles and .4% of CEO roles. African American women hold 3.8%, 1.2% and .2% respectively for each of these categories related to leadership roles (Catalyst, 2015).” This data shows not only are men running a majority of corporations here in the U.S. but, the majority of the small percentage of women running these corporations or having leadership roles are white. Research is showing that it possibly might take another 100 years for African American women to climb the ladders in these corporations.

In addition, African American hair in the workplace. Research and studies have shown a workplace bias against Afrocentric hairstyles. Employers had shown that afrocentric hairstyles are viewed as less professional and most likely to be less successful than those of their white counterparts. “Afrocentric hairstyles of Black women working in a professional setting are often associated with stereotypes and biases regarding competency and negative characteristics (Rosette and Dumas 2007). Afrocentric hairstyles have had negative attention when the military made new regulations on hairstyles and schools included. “The legal system does not recognize and appreciate the burden grooming policies on black women to to either hide or change a natural, phenotypical characteristic” (Onwauchi-Willig 201, p 1087)

Not only do women have to deal with work place discrimination, they have to also deal with sexual remarks at work to. All women typically deal with workplace sexual harassment but African American women deal with it the most in their daily lives. Most of the time the African American women just deal with it and are usually scared to turn in the employer to HR, due to the fact of losing their job. They do not want to put their job on the line because most of the time they come from a background that isn’t so financially stable. Title VII of the Civil Rights Act of 1964 (“Title VII”) makes it illegal for employers to allow anyone to be sexually harassed at work

by anyone else, regardless of sex, gender, or sexual orientation. “Sometimes sexual harassment is about sex and something else, like race or ethnicity” (Sexual Harassment.org, p. 1).

With this research I have done, women and most of all African American women(minority) are still dealing with a great amount of gender inequality in their day to day lives. Please reach out to your HR or go to www.womensrights.org to receive help with workplace inequality. Thanks for listening in on my podcast guys.

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