

# RACE X GENDER: INTERSECTIONALITY

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# WHAT'S THE PLAN?

## Presentation

- What is an Ally?
- Concept: Racial Illiteracy
- Tips for new allies
- Common methods of supporting, including benefits and challenges
- Next steps

## Q&A

- Google Meet Limitations
- Please mute for presentation, and unmute only when asking a question
- Wrap up by 7:30



# BETHANY STUDENIC



## EDUCATION

- *Licensed Social Worker*
- *Masters in Social Work and Social Administration*
- *Juris Doctor*

## EXPERIENCE

- Co-Founder of Enlightened Solutions
- Senior Policy Analyst for Police Reform in Cleveland
- Lobbyist, Fundraiser
- Direct Practice with youth, survivors, and school systems

# CHINENYE NKEMERE



## EDUCATION

- *Bachelors in Political Science, African Studies and African American Studies*

## EXPERIENCE

- Co-Founder of Enlightened Solutions
- Organizational Development for the Black Shield Police Association
- Police Reform Community Engagement Specialist
- Community Development through nonprofit management
- Teach for America Educator

# AM I AN ALLY?

Allyship necessitates an actionable step behind it.

Marginalized groups need allies, accomplices, and advocates.

## ACCOMPLICE

An individual from a non-marginalized group who listens to Black Women, researches and learns independently, and centers the thought-leaders and subject-matter experts in that group or groups.

Ex: Learning about and from Black Feminist leaders, cultural critics, authors and artists like: Emma Amos, Lucille Clifton, Bolu Babalola, Yamiche Alcindor, Faith Ringgold and Octavia Butler

## ADVOCATE

A person who - while being an accomplice, is able to use their privilege, and integrate these ideas and amplify them within their own social, professional and personal lives

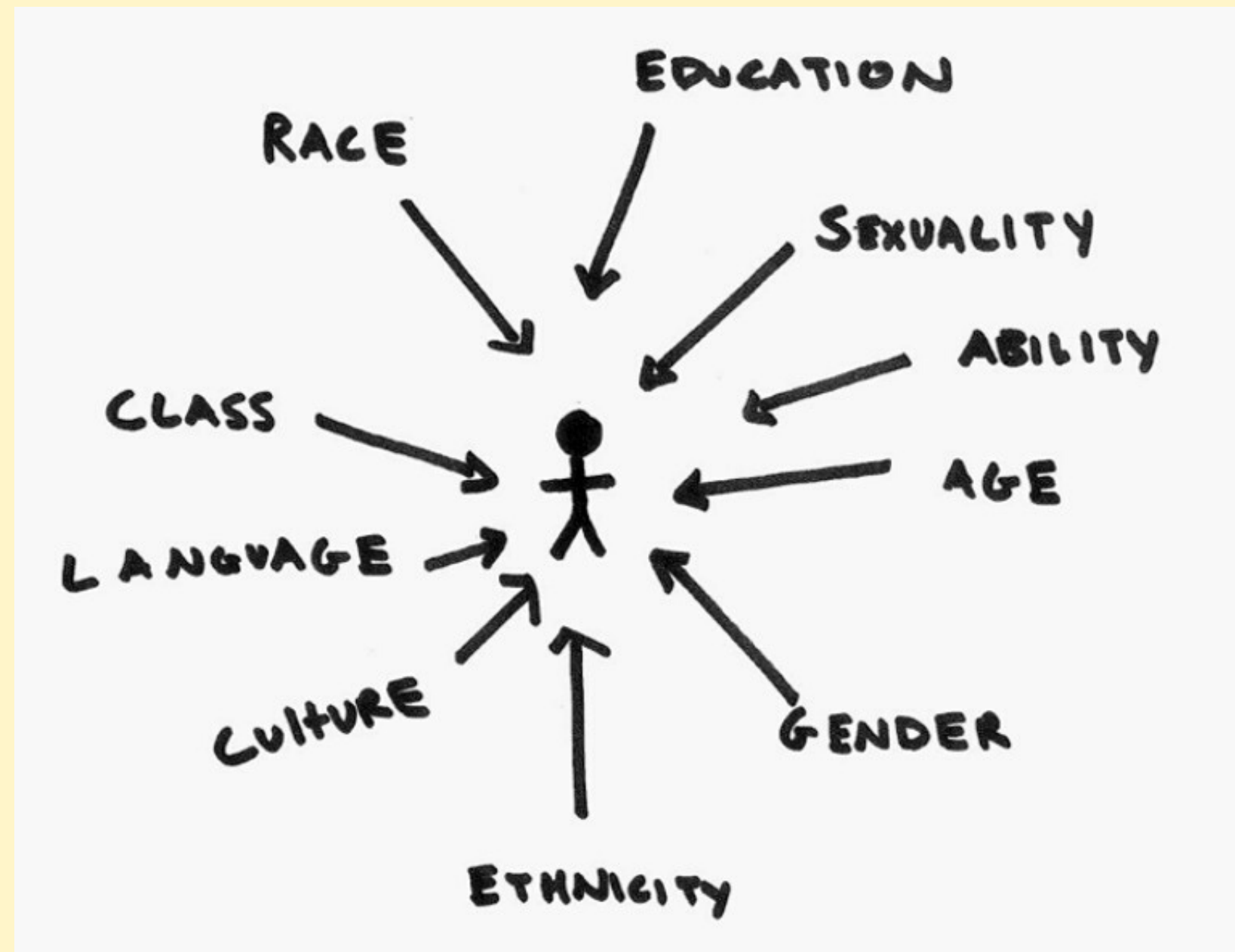
Ex: Discussing ideas with your family to educate and amplify the work of Black Women, daily.

# INTERSECTIONALITY

The term “intersectionality” was created in 1989 by Canton-native, attorney, and Black Feminist scholar, Kimberlé W. Crenshaw.

# WHAT IS INTERSECTIONALITY?

Intersectionality argues that the experiences of being a WOMAN and being BLACK cannot be considered separately because they are not experienced (lived) separately.

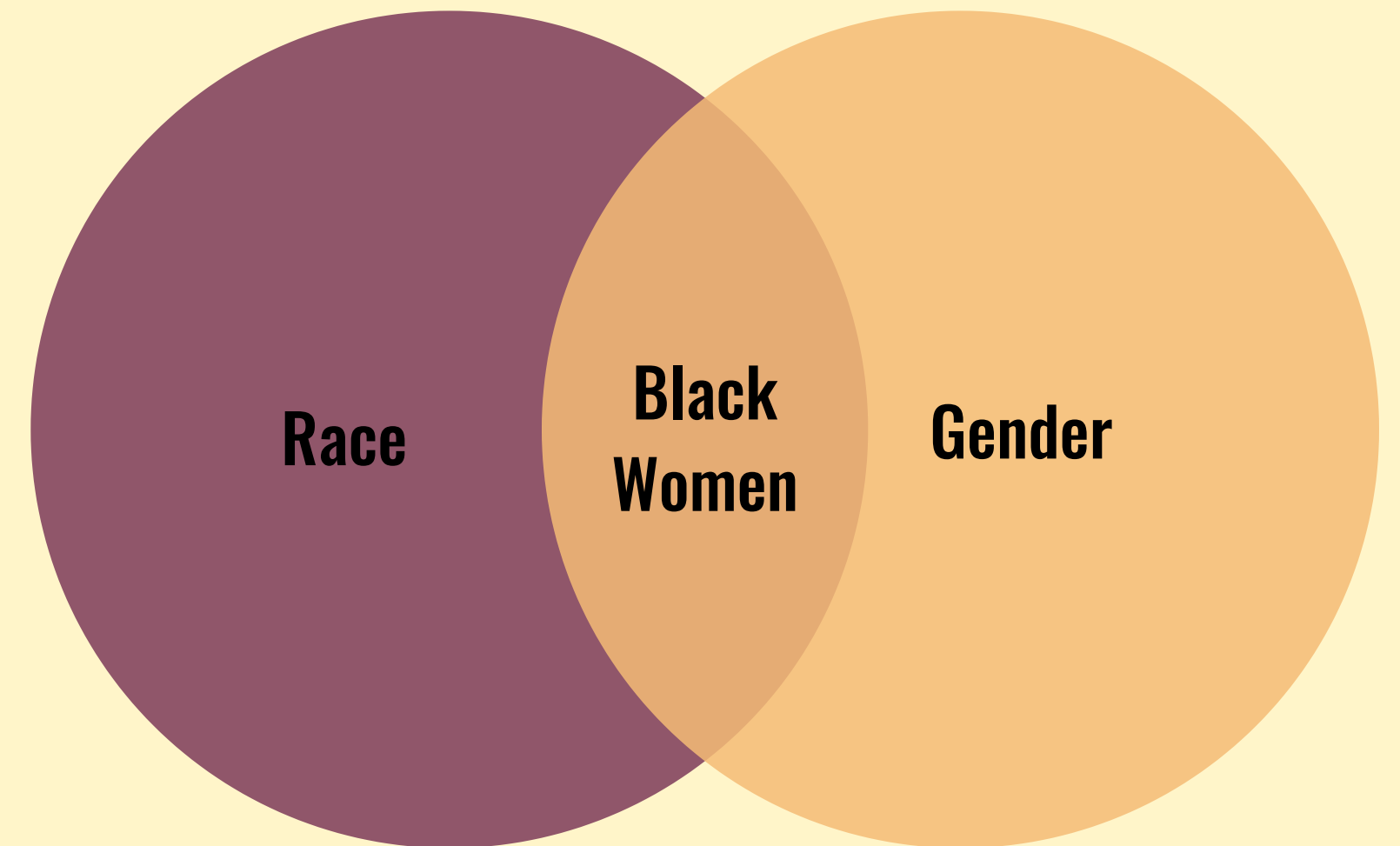


# "ALL THE WOMEN ARE WHITE - ALL THE BLACKS ARE MEN"

## DeGraffenreid v. General Motors

In 1976, five African American women sued General Motors for racial and gender discrimination.

Black women had to find remedy for racial or gender discrimination separately even though they experience the world at the intersection of both.





**BLACK WOMEN ARE BOTH WOMEN AND BLACK AT  
ALL TIMES AND MARGINALIZATION IS REINFORCED  
DUE TO THE COMBINATION.**

# HISTORY OF INTERSECTIONALITY

Although we have a modern word, the concept has existed publically in America since the mid-1800s.

Sojourner Truth's speech in Akron, "Aint I a Woman?" was a racialized look at femininity from the perspective of a formerly enslaved human being.

Anna Julia Cooper's essay, "The Colored Woman's Office" declared that because of the marginalization of Black women, they are the most important individuals in any social change movement.

# WHY IS INTERSECTIONALITY IMPORTANT?

Broadened First Wave feminism which centered middle-class White women

Includes multiplicity of experiences:

- Poor Women

- LBTQ\* femmes, folx and women

- Immigrant and Undocumented Women

- Immigrant Women

Application in all fields - employment, education, healthcare, politics, economics and citizenship/immigration status

# MISOGYNOIR

The term, a portmanteau of misogyny and noir (Black),  
created by queer Feminist, Moya Bailey.

# MISOGYNOIR

Anti-Black (racist) misogyny that is specifically directed towards Black women, due to compounding factors of race and gender.



# IN THE WORKPLACE

## WHITE WOMAN

White woman who works with a Black woman does not experience racism at work.

But both women share the same gender or outward gender expression and may experience misogyny in the workplace.

## BLACK MAN

A Black man who works with a Black woman does not experience misogyny at work.

But both individuals may share the same racial or ethnic background and may experience racism in the workplace.

If a Black Woman's gender expression or sexuality is on the LBQT\* spectrum and outward-facing, there is another layer of marginalization that neither one - Black male nor White female, experiences.

# MISOGYNOIR IN SYSTEMS AND PUBLIC

## Black Female and Black Maternal Healthcare

The Black maternal mortality rate is drastically higher than for White women and their babies, even when income and education are taken into account.

## Street Harassment of Black Women

Perceptions of Black women in media are often laced with themes of “hypersexuality” “promiscuousness” and “strength or aggression” which often places Black women in danger and unprotected.

Birthing Beautiful Communities

#YouOkSis x Feminista Jones

**IF A BLACK WOMAN IS PERCEIVED TO BE AGGRESSIVE OR HYPERBOLIC, ACQUAINTANCES, CO-WORKERS, STRANGERS, MEDICAL PROFESSIONALS WILL DISMISS VALID EXPERIENCE, IGNORE SERIOUS STRUCTURAL ISSUES OR TREAT BENIGN INTERACTIONS AS DANGEROUS.**

# MISOGYNOIR IS DANGEROUS

1. Dismissing valid Black Female perspectives
2. General disregard for serious structural issues that affect Black Women
3. Isolation, lack of retention and career stagnation
4. Treating benign interactions as dangerous and therefore endangering Black Women



# THE "STRONG BLACK WOMAN" TROPE

A combination of benign racism and benign sexism

It flattens and ignores the humanity and individuality of Black women.

It presumes that regardless of experience, physical or mental health, personality, emotional state - that every single Black woman is "strong" enough to withstand and overthrow abuse.

It puts Black women in an untenable and harmful position; if Black women speak up, they are "aggressive" or "loud"

**"If you are silent about your pain, they'll kill you and say you enjoyed it."**

**Zora Neale Hurston**

# DIFFERENTIATE

## Systemic Oppression

- Police targeting & brutality
- More likely to be prosecuted and receive higher sentences
- Higher rates of poverty across entire group
- Healthcare systems result in higher rates of death and lower rates of treatment
- Educational systems punish more often
- Vernacular and style is looked down upon

## Individual Oppression

- Personal experience with poverty
- Exclusion from social groups due to an identity
- Membership in a historically oppressed group
- Friends/Family members do not support or understand your experience
- Bullying and targeting
- Life struggles like losing family, parents, etc.

## Historical Oppression

- Groups that have been historically marginalized, but are not currently experiencing widespread systemic oppression
- Groups that have been marginalized, but are not easily distinguishable from the majority group

# PAIN NEEDS TO BE PROCESSED

Pain is pain.

Many people have not processed their own pain, and try to create space in inappropriate settings.

Ex: In a racial literacy training, John speaks up during the definition of racism to talk about his Italian-American Heritage. This is an example of co-opting a conversation to center his own pain. When we have not properly processed our pain, this is a common mistake.

Suggestions for John:

- Use this opportunity to begin exploring your own pain and empathizing with the issues at hand.
- Seek professional support to work through your highly personal struggles.
- Talk with the organizer after the training, to process and better understand your own experience.

# AN EXAMPLE: BETHANY



**White**

**Woman**

**Poverty**

**Neurodiverse**

**Fundamentalist  
Upbringing**

**Appalaichan**



## Systemic Oppression

- Required to hide symptoms of neurodiversity
- Excluded from positions of power
- Sexual assault not taken seriously
- Evaluated based on beauty standards
- Doctors not able to properly care for me
- Healthcare systems built to shame
- Trained to be submissive and highly agreeable

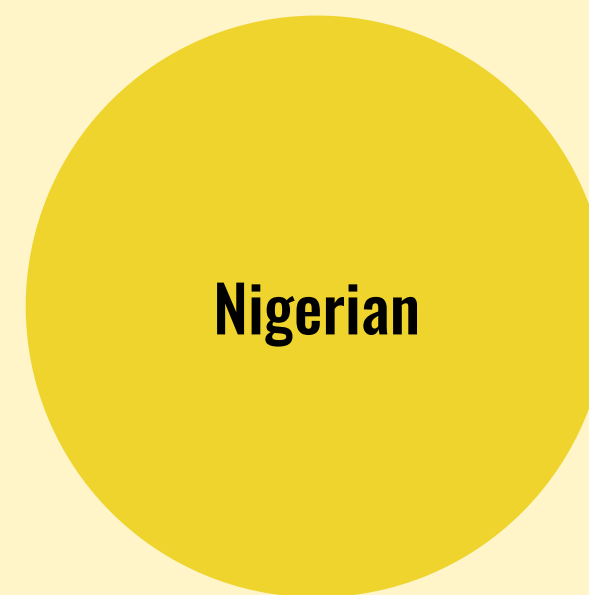
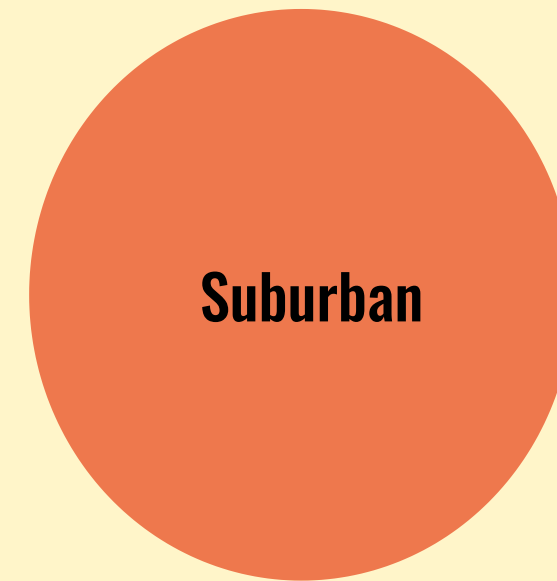
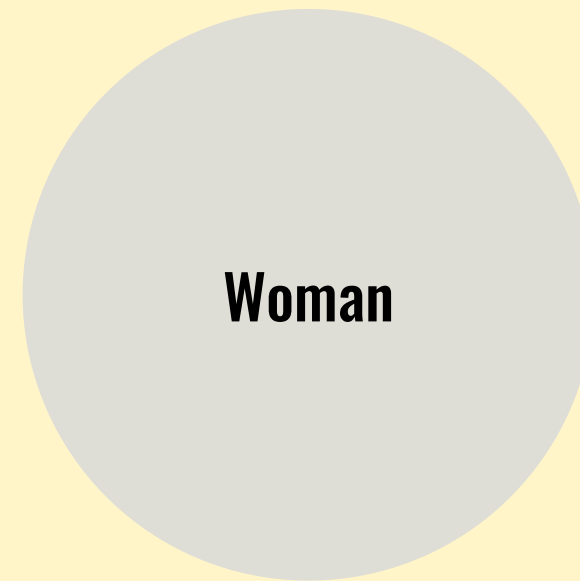
## Individual Oppression

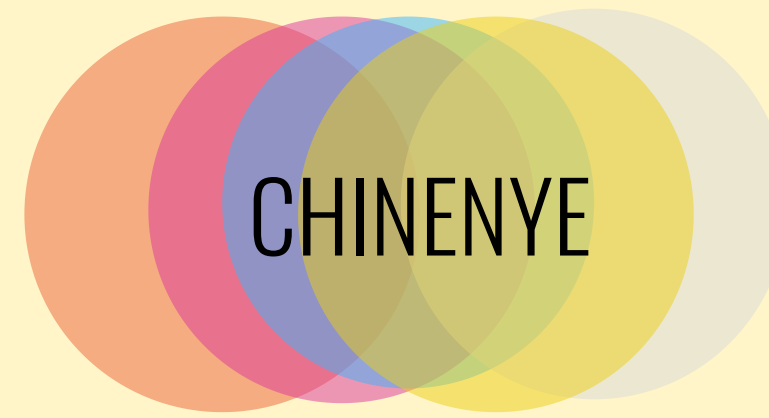
- A need to better understand networking and connection
- Small network when entering the professional world
- A need to work multiple jobs most of my formative years
- No participation in formalized education until college
- Zero skill at standardized testing

## Historical Oppression

- Required to change my accent or way of speaking
- Not taught to care for curly hair
- Loss of connection to culture including, healing, music, style, etc.

# AN EXAMPLE: CHINENYE





## Systemic Oppression

- Evaluated on western beauty standards - including skin color
- Excluded from positions of power
- Healthcare systems built to ignore Black women
- Higher rates of poverty regardless of education or upbringing

## Individual Oppression

- Trained to consistently second-guess "tone"
- Seen as "aggressive" by dominant society and intra-racially
- Taught to straighten hair
- Culture not celebrated in dominant society until recent breakthroughs
- Disconnected from Nigerian culture due to colonialism
- Exclusion from dominant society

## Historical Oppression

No intersections that illustrate historical oppression.

# IT'S NOT A COMPETITION, IT'S RESPECT

It is important that we don't place oppression on a spectrum of "acceptable" to "not acceptable."  
At the same time, we need to become very literate in processing and supporting one another's pain

Add a subheading





**Please listen and understand.**

# BREONNA TAYLOR

