



Providing support, advocacy, and education for those affected by workplace inequity.

The Basics

Name	Type	Description
Kimberlé Crenshaw TedxTalk	Video	Creator of the term “intersectionality” discusses intersectionality.
The Movement for Black Lives Must Include Black Women	Article	Black Lives Matter and the intersection of Black Women
Glossary of Terms	Web Resource	Glossary of commonly used terms when discussing racial equity.
What Does Intersectional Feminism Actually Mean?	Article	Intersectionality
#YouOkSis Movement x Feminista Jones	Article	Street Harassment and Black Women
The Strong Black Woman Trope, Explained	Video	The “Strong Black Woman” trope explanation
Misogynoir: Where Racism and Sexism Meet	Article	The intersection of race and sexism
Some Do’s and Don’ts for White People Who Want to Discuss Racism at Work	Article	Allies and racism at work



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The Colored Woman's Office	Essay	Anna Julia Cooper's essay declares that because of the marginalization of Black women, they are the most important individuals in any social change movement.
Aint I A Woman	Speech	Sojourner Truth's speech in Akron, " <u>Aint I a Woman?</u> " was a racialized look at femininity from the perspective of a formerly enslaved human being.

More Advanced

Name	Type	Description
Kindred	Book	Book by Octavia Butler which includes themes of time travel, Afro-futurism and science fiction during American chattel slavery.
The Bluest Eye	Book	Book by Toni Morrison discussing themes including Black girlhood, internalized racism, and white beauty standards
This Bridge is Called My Back	Collection of Essays	Feminist anthology by Cherrie Moraga and Gloria Anzaldúa; explores themes of intersectionality and Third-Wave Feminism.
Their Eyes Were Watching God	Book	Book by Zora Neale Hurston which explores the multiplicity of Black female experiences - especially those that reside on the margins of society.



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Daughters of the Dust	Movie	Epic film about three generations of Gullah/Geechee Black Women off the coast of Georgia as they prepare to move to the American mainland.
The Black Guy who Tips	Podcast	Comedy podcast that discusses current events.
Code Switch	Podcast	NPR Podcast discussing and exploring race.



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Glossary of Terms

- **“Angry Black Woman” Trope:** a racist expression of anti-Black sexism (misogynoir) which portrays Black American women as “sassy” “aggressive” “sexually promiscuous” and “quick tempered.” Cousin of the “Strong Black Woman” trope.
 - ◆ Presumption: Black Women are naturally more ill-tempered without provocation or rationale even when anger or frustration is a natural response to an event or experience. This trope presents Black Women with a “double bind” or Catch-22. It is a societal control measure to control the agency of Black Women.
- **Burdening Others:** Reaching out to solicit free (to you) education from Black friends, co-workers, acquaintances, etc.
- **Intersectionality:** term created in 1989 by Canton-native, attorney, and Black Feminist scholar, Kimberlé W. Crenshaw. The theory explores how an individuals socio-political identities (immigration status, race/ethnicity, gender, gender-expression, sexuality, class, ability) compounds to create unique combinations of discrimination and privilege.
 - ◆ Anti-Discrimination Laws + Intersectionality: Intersectionality examines society through the lenses of law, power and race and is a theoretical descendant of Critical Race Theory. Crenshaw exposed how anti-discrimination laws look at gender and race separately and therefore Black women who experience layered forms of marginalization are often times leaving said women without justice or remedy. The experiences of being a woman and being Black cannot be considered separately because they are not experienced separately.¹
 - DeGraffenreid v. General Motors - in 1976, five African American women sued General Motors for racial and gender discrimination. But the courts found that in general, women were not discriminated against because of their representation as secretaries within the company. In addition, the court held that General Motors also employed African American factory workers, and therefore “disproved” racial discrimination.

¹ “Demarginalizing the Intersection of Race and Sex: A Black Feminist Critique of Antidiscrimination Doctrine, Feminist Theory, and Antiracist Politics”





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◆ History of Intersectionality: 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" declares that because of the marginalization of Black women, they are the most important individuals in any social change movement.

→ **Lived Experience**: phenomenological research that allows the experiences and choices of a person and lends expertise from these experiences and choices.

→ **Misogynoir**: anti-Black misogyny that is specifically directed towards Black women, due to compounding factors of race and gender. The term, created by queer feminist, Moya Bailey who while studying medical textbooks from the early 1900s noted that doctors had a specific ire for Black women they treated.

<u>Example of Potential Misogynoir In the Workplace</u>	
<u>White Woman</u>	<u>Black Man</u>
A (cis-gender) 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.	A (cis-gender) 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.

→ **Racial Illiteracy**: A lack of understanding on the part of White community members of the Black experience, struggle, and culture that is a direct result of effective racial segregation.





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→ **“Strong Black Woman” Trope:** a combination of benign sexism and benign racism. Cousin to the “Angry Black Woman” Trope.

- ◆ Flattens and ignores the humanity and individuality of Black Women
- ◆ Presumes that regardless of experience, physical or mental health, personality or emotional state - that every single Black woman is “strong” enough to withstand and overthrow abuse.
- ◆ This trope presents Black Women with a “double bind” or Catch-22. It is a societal control measure to control the agency of Black Women.
 - Black women speak up about abuse, they are the embodiment of the “Angry Black Woman” trope - if Black women are silent, they are complicit in their own subjugation. *“If you are silent about your pain, they’ll kill you and say you enjoyed it.”* | Zora Neale Hurston



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