

# The Intersection of Race And Gender: How Women of Color Experience Double Discrimination.

## OUTLINE

### 1 Introduction:

Women of color experience double discrimination due to intersectionality of race and gender, which manifests in various aspects of their lives, including workplace, healthcare, education and the justice system. They have to compete with men as well as white women to get equal opportunities in a society.

Understanding and addressing these crucial oppression is crucial for creating a more inclusive and equitable society.

### 2- Understanding the concept of intersectionality of Race and gender.

3- How women of color experience double discrimination?

a- Differently stereotyped socially and culturally than their white counterparts.

b- Facing marginalization in the society due to color.

c- Women of color facing double discrimination in education.

d- Face double discrimination in employment opportunities.

e- Women of color facing racial and gender discrimination in getting healthcare facilities.

f- Face double discrimination in politics and leadership positions.

g- Get disappropriate treatment by law enforcement agencies due to gender and racial profiling.

h- Colored women facing challenges in fashion industry due to double discrimination.

i- Colored women are more vulnerable to sexual and domestic violence.

4- How this double discrimination against women of color be coped?

a- Through advocating for policy change

b- Through activism and campaigns

c- Promoting inclusiveness and diversity in the society.

# 5- Conclusion

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Lara, a young black American, moved from a far flung village to the central American city, in search of pursuing her career as a lawyer. She managed to get an opportunity after a long struggle. In the interview, she was told that she was an excellent candidate for this position but got rejected in the final list. Maria found out that a white male candidate, with far less experience and expertise, had been hired for that position. Women of color have always faced discrimination on multiple grounds. The struggle between whites is only on the basis of sexism while women of color face this discrimination on the basis of color, race, creed, gender and physical appearance. The intersectionality of gender

and race is a modern conception which shows that women of color do not only face discrimination for being women but they also face this discrimination because they are blacks.

The divide created by the colonizers between white and black, center and peripheries affect the black man only on the basis of their race, but women on both race and gender. Hence, women of color experience double discrimination.

They are discriminated doubly on social and cultural stereotypes.

The stereotypes set for colored women are more harsh than those of white women.

They face double discrimination in every walk of life i.e. in getting education, employment

opportunities, health care services, treatment at workplaces, lower representation in politics and leadership places, racial and gender profiling by law enforcement agencies, not fitting in the beauty standards and media representation image set by the society, so on and so forth. Women of color struggle on all these grounds with the male members as of being females and with the white women as of being colored women. Hence, Women of color experience double discrimination at the intersection of race and gender, which manifests in various aspects of their lives, including workplaces, healthcare, education and the justice system. They have to compete with men ~~of~~ as well as white women of their societies to get equal opportunities. Understanding and addressing these intersecting

forms of oppression is crucial for creating a more inclusive and equitable societies.

The intersectionality of race and gender refers to the way in which a person's race and gender intersects to shape their unique experiences of discrimination. It shows that identities are not defined by a single factor but a combination of more than one factors. In the context of women of color, intersectionality of race and gender refers to the discriminated experiences a black woman face ~~of~~ because of being black and also being a woman i.e. race and gender. When race and gender intersect, the discrimination faced by individuals can be more complex and multifaceted. A woman of color,



for instance, may experience both racism and sexism simultaneously, which intensifies the oppression she faces in various areas of life.

So, the theory of intersectionality, of race and gender emphasizes the need to consider both race and gender to fully understand the different layers of inequalities women of color face in the society.

Women of color are stereotyped differently than other women.

They often face ingrained social and cultural stereotypes based on their race and gender. For example women of color are most frequently considered as hostile, aggressive, primitive and more inclined toward criminal tendencies. They are often labeled as 'Angry black woman'

or 'submissive Asian Woman'. Hence, their discrimination is not always made on the ground that they are women but because they are colored women. These stereotypes dehumanize women of color, disregarding their individuality and reinforcing systemic racism and sexism in the society.

Women of color experience social and cultural marginalization in various forms and they are often being excluded or pushed to margins of mainstream society, due to their race and gender. They are frequently denied equal representation in media, politics, education and health care, resultantly reinforcing their invisibility. Women of color have to compete with

male members of the society,  
as well as white women.

as well. For example, Native American women are often overlooked in discussion of gender equality and indigenous right. During First Wave of Feminism, women of color also experienced this as they felt that their issues are more complex and different than the issues of white women. Their cultural values and identities are misunderstood and devalued by the dominant community. So, women of color face double marginalization in the society.

Moreover,  
women of color often face double discrimination in education, as they contend with both racial and gender biases that hinder their academic success. These barriers

include lower expectation of teachers from colored girls, limited access to resources, less participation in curricular and extra-curricular activities and more expelling ratio from schools than the white girls. A research by 'American Civil Liberties Union (ACLU)', shows that black girls are six times more likely to be suspended than white girls, often for behaviours like being perceived as disruptive and angry. This prejudiced behaviour often results in weak performance of colored girls at school and more drop out rate.

Hence, women of color face double discrimination, rooted in both race and gender biases, significantly hinder women of color's educational process.

Furthermore, women of color face double discrimination in employment opportunities due to the intersection of racial and gender biases, which often result in lower hiring rate, less wages, unequal job descriptions and limited career advancement. The employers often assume them as less competent and qualified than their white counterparts. A research shows that women of color are less likely to be called for job interviews than men or white women. Additionally, the disparity exists in wages as women of color get less wages due to double discrimination. So, the discrimination faced by colored women in getting employment opportunities hinders their career growth which result in more economic instability in colored women.

Women of color also experience both racial and gender discrimination in getting healthcare facilities, which often result in getting inadequate treatment and poorer health outcomes.

For example women living in Africa or those black American, or the one living in Asian countries have less access to hospitals and their diseases are often left undiagnosed and untreated. In Pakistan, almost

80% of the women do not have the facility to go to any hospital or private clinic for delivery.

These 80% of the women deliver their child in their households through midwives.

Moreover, a study published by National Women's Health Network, shows that black women in the developed world are also treated

differently, in the world's best health care units because of the stereotype of women of color. Hence, these racial and gender disparities contribute to significant health care issues in women of colour as they do not receive appropriate treatments or have equal access to medical resources.

Women of color often face double discrimination in politics and leadership positions due to biases on the basis of race and gender, resulting in significant unrepresentation in decision making process. The political systems are already hegemonized by the men and most of the political positions are held by men. So in such scenario, if a woman competes, she has to face

many challenges but these challenges are multiplied if a woman of color wants to acquire any political position. Kamala Harris, the first woman of color to serve as Vice President of the US, faced significant scrutiny and criticism during her campaign that was rooted in both her race and gender. Hence, women of color face underrepresentation in politics and it stifles diverse perspectives along with perpetuating system of inequalities in politics.

Women of color are often disproportionately target by the the law enforcement agencies due to racial profiling. This profiling often leads to increased surveillance, unjust



treatment and higher rates of arrests and violence. A Case of Sandra Bland, is a notable example of racial profiling of colored women. In 2015, Sandra Bland was arrested for a minor traffic violation in Texas, leading to her arrest and later death in police custody. It shows that women of color are often treated under suspicious circumstances by the law enforcement agencies, facing both racial and gendered discrimination that contribute to their mistreatment and police violence.

Women of color often face challenges in the fashion industry as they do not align with the beauty standards set by the society. Mainstream

Beauty standards prioritize Eurocentric features such as light skin color, straight and blond hair, and slim body types, which marginalizes women of color who do not fit these ideals.

As a result, they feel discriminated and pressured to conform to these beauty standards otherwise they face exclusion from opportunities in fashion industry. The colored women, if appears, they are often subject to stereotypical portrayals. Hence, women of color face double discrimination on fashion industry and it impacts their self esteem, confidence and also lack them from career opportunity.

Women of color often face more vulnerability to sexual and domestic violence due to

double discrimination. The intersectional oppression make them more likely to be targeted by violence while simultaneously having less access to resources or support system due to racial profiling. Women Policy Research Institute showed that women of color are more likely to experience intimate partner violence and were less likely to report them. Hence, women of color are more prone to sexual and domestic violence.

This double discrimination against women of color can be coped by policy changes. Legal and social policy reforms can play crucial role in address institutionalized discrimination. This includes advocating for equal educational opportunities.

equal job opportunities, equal wages and pays etc. Hence, supporting affirmative action and anti-discriminatory policies can help to ensure better opportunities for colored women.

The problem of double discrimination can also be coped by promoting activism in colored women. Supporting and participating in movements which work for their betterment will contribute better role in highlighting and mitigating issues of colored women. For example, campaigns like 'Black Lives Matter', 'Me too', helps amplify their voices and creates systemic change to address the root causes of discrimination.

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The problem of <sup>colored</sup> women's double discrimination can also be coped by promoting diversity in the society, and by giving the more representation in major fields like medicine, journalism, politics, and other professional environments. Their inclusion in these field make the society more inclusive and diverse voices in decision making helps shift societal attitudes toward women of color.

In a nutshell, women of color experience double discrimination on the basis of intersectionality of race and gender. They have to compete with the hegemonic male dominated society, on one hand to show themselves

and their identities as being women and on the other hand they have to struggle on the basis of race among white women to secure and stabilize their identity as colored women. Hence women of color experience double discrimination at the intersection of race and gender, which manifests in various aspects of their lives, including workplace, healthcare, education and justice system. Understanding and addressing these intersecting forms of oppression is crucial for creating a more inclusive and equitable society.