

Essay: The Intersection of Race and Gender: How women of color Experience Double discrimination:

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Imagine navigative through a life where every door is double bolted against you, not only because of your gender but also because of the color of your skin. This is the harsh reality of our society that every women of color face. They go through relentless struggle against both ~~discrimination~~^{race} and gender discrimination. Both gender and race act as a catalyst for oppression against women. Although black and white women are both devalued on the basis of their gender, Black women face additional challenges because their race is also devalued. Black women experience higher rates of harassment than white women. White women are considered more realistic, pure and home maker, in contrast, black women are considered hypofemine. Both white and black women go through some common ~~and~~ form of sexism and unequal treatment but when it comes to race, black women face higher degree of discrimination and that is called double discrimination. We can better understand the pervasive nature of double discrimination and the urgent need for intersectional approaches to address these challenges.

Double discrimination is not a new phenomena yet it has never been

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address ^{even} in the movements like Civil Rights movements and Women liberation movement. For example; Civil Rights movement emerged in 1950's and 1960's to address the issues of racial discrimination against Black American. This movement made significant progress in addressing racial discrimination. However it often ignore the unique challenges faced by the black women. Similarly, women liberation movement emerged in 1960's and 1970's raised the issues of like workplace discrimination, reproduction rights and gender equality. However this movement was criticized for centering the experience of white women and not fully addressing the problem faced by black women. In summary, both movement failed to draw attention towards double discrimination against Black women.

Intersectionality is a framework that sheds lights on how different form of discrimination exists and affects people. It made us understand that people's different identities like gender, race, and color ~~and~~ can interact ~~and~~ to create unique experiences of gender discrimination. For example, A Black women in work place might experience gender

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stereotypes as well as racial biasness. Intersectionality acknowledge that the experiences and challenges encountered by women of color cannot be fully understood by examining gender and race in isolation. Instead, it requires a nuanced approach that considers the combine impact of both identities.

Historically white women were expected to end their school or work after marriage so they could devote themselves to their domestic roles, while Black women were expected to continue their work while taking care of their family. According to Bureau of labor statistics 75 percent of Black women and 63 percent of white women with children are more likely to be employed. Similarly Black women have been relegated to the "dirty" and devalued aspects of labor (e.g. cooking, cleaning) while white women held more skilled positions (e.g. Supervisory, technical and administrative). In addition to workplace, black women face double discrimination in healthcare services as well. Often healthcare providers contain biased behavior towards black women hence provide low quality service compare to white counterpart.

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Similarly Black women face educational barrier in terms of choosing a particular field of their choice or getting good experiencing biased attitude of professors. Studies reported that professors of educational institutions show biased behavior towards black women and prefer white over black women while assigning good grades. Likewise Black women are more criticized over choosing non-oriented career.

White women of color experience unique challenges, there are some common form of sexism and unequal treatment that both white and black women share. For instance; in a male dominant society women face various restrictions imposed by male member of the family in terms of decision making, freedom of accepting or rejecting proposal, choosing career or interest base or choosing jobs etc. Similarly both white and black experience harassment at workplace and Academic institution. They face various forms of harassment such as sexual harassment, hostile work environment including demeaning jokes, belittling comments and discriminatory attitudes, assuming women are less capable or need to be coddled. Moreover women are actively discouraged from pursuing careers in male-oriented field such as engineering,

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and law. The hostile hostile of males towards females in such fields compel women to drop out. Women in Engineering often report having fewer mentors or professional role models, which affects their ability to navigate the challenges of the field. Women are still significantly underrepresented in Engineering and other STEM fields, particularly in leadership or technical role, which perpetuates the myth that these fields are "not for women".

Addressing double ~~strategies~~ ^{discriminatory} require targeted and multifaceted strategies that take into account the complexities of both forms of discrimination. First is, implementing Intersectional training and education that can help employees, managers, and HR professionals understand the compounded effects of discrimination that women of color face. Secondly, create support networks and mentorship programs that understand both their gendered and racialized experiences. mentorship is vital for career development especially for navigating double discrimination. Third, Addressing Unconscious Biases in hiring promotion, performance reviews, to contribute to the underrepresentation of women of color in leadership positions, and it exacerbates the negative effects of both

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gender and racial discrimination. Fourth, providing safe reporting channels and strong anti-discrimination policies as they are crucial for organizations to create safe spaces for reporting and responding to discrimination.

In conclusion, double discrimination requires both individual and institutional efforts to create a more inclusive and equitable workplace. Strategies like intersectional training, mentorship, diverse leadership, and systematic change initiatives can help mitigate the compounded effects of gender and racial discrimination. By creating supportive, inclusive, and bias-aware environments, organizations can better support women of color in their career growth and ensure that all employees have an equal opportunity to succeed.