

Title = The Intersection of  
 Race and Gender: How Women  
 of Color experience Double  
 Discrimination

Outline

A. Introduction

1. Evolution of human society

2. Similarities in race and gender

3. Thesis statement

B. Intersection of Race and Gender

1. How race plays a role in society

a. Black Lives matter

2. Role of gender in society

a. First wave of Feminism

b. Women Suffrage

C. Double Discrimination for Women of  
 Color

1. Less equal employment opportunities

2. Concept of Glass Ceiling

a. Psychological perspective

3. Historical marginalization

a. Blacks seen as unfit for

many managerial positions

4. Chain of hierarchy for privileges

to non-white males, white females, and with black males and at the end, colored black females given privileges

### 5. Historical movements for colored women rights

### 6. Unequal job opportunities

a. Wage gap for colored women

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a. Quotas for women of color

3. Laws in government and firms to appoint colored people

a. Hiring process to stop discrimination

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#### Essay

Humans have evolved over time to live in societies. Throughout the history of human evolution, racism and gender inequality has existed. The divide has been reduced in the modern era but the issues still exist. Race plays a major

role as many modern countries still believe in the imperialist designs of their fore fathers. The concept of Black lives matter was to help protect black people from marginalization in every community. Along with this, gender also plays a significant role. Even today, colored women face discrimination in job opportunities and the concept of glass ceiling is prevalent. In addition, colored women are seen as inferior to other groups of society. The problem lies in seeing how race and gender are seen contributed to the marginalization with time. With sincere efforts, we can address the double discrimination faced by women of color. The following discourse will display the intersection of race and gender along with highlighting the double discrimination of colored women with guidance of solving these issues in modern times.