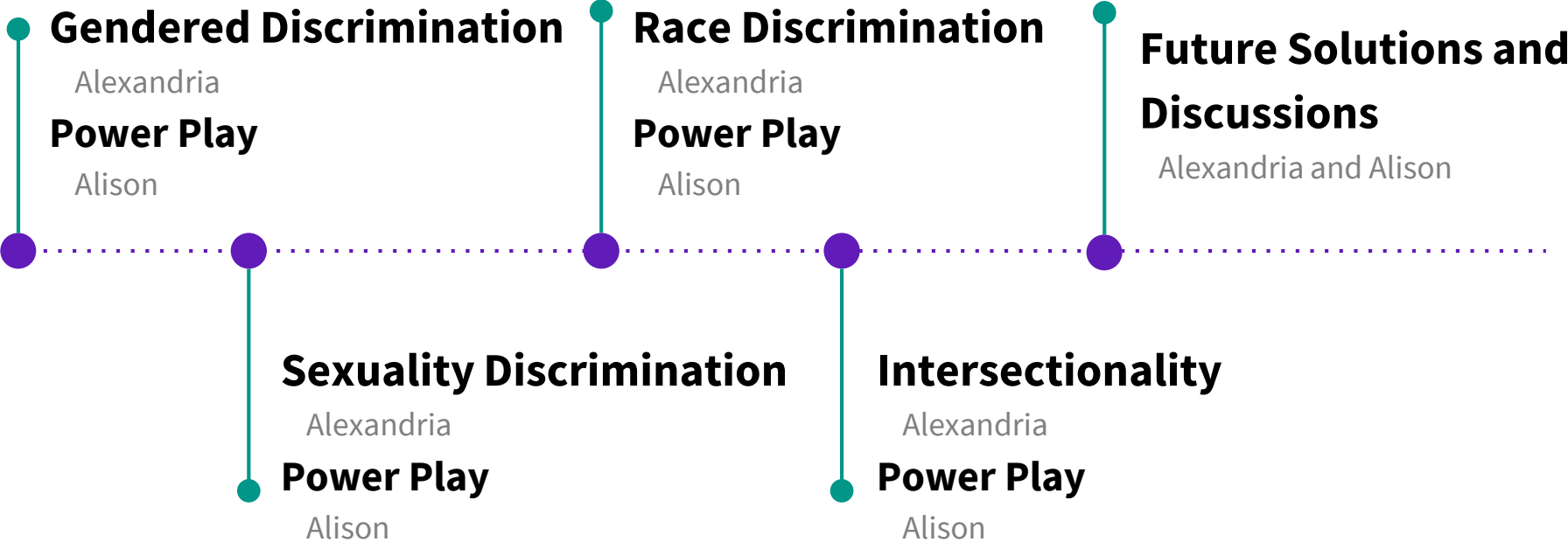


# Intersectionality

## **Boundaryless Oppression in the Workplace**

Alison Oliver & Alexandria Nuccio

# Different Levels of Oppression in the Workplace



# Gendered Discrimination in the Workplace

- Gendered Discrimination is a form of discrimination that can be experienced and expressed in many ways, the most common being a biased decision making process based on the aesthetic or desired traits given to another person of a certain sex.
- It's common to see discrimination in any decisions related to hiring or terminating an employee, providing promotions, paid leaves, and benefits, and in some cases wages as a whole.
- All of these decisions are considered major decisions made by an employer and making them based on gender or sex is illegal both on a state level and a federal level.

(Hayes & Morrow)

## Gendered Statistics

### Men

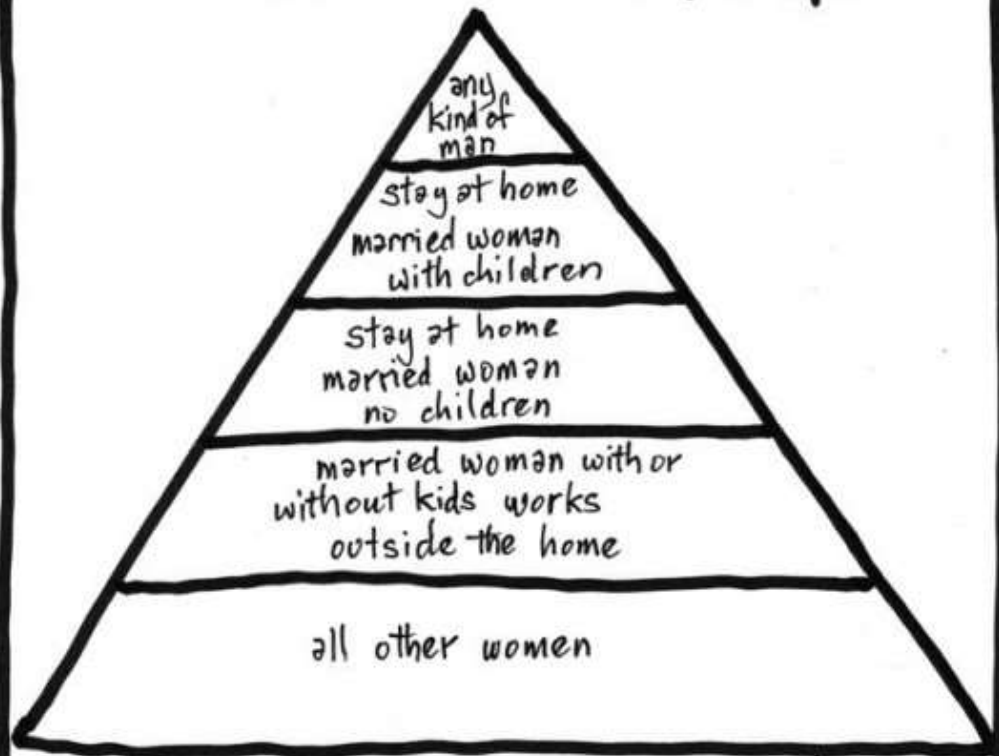
- For every dollar a man makes...

### Women

- A white woman makes \$0.80...
- It won't be until:
  - 2059 until White women make equal pay
  - 2124 until Black women make equal pay
  - 2248 until Latino women make equal pay

("Pay

# GENDER PYRAMID



Upward 14  
@nakedpastor

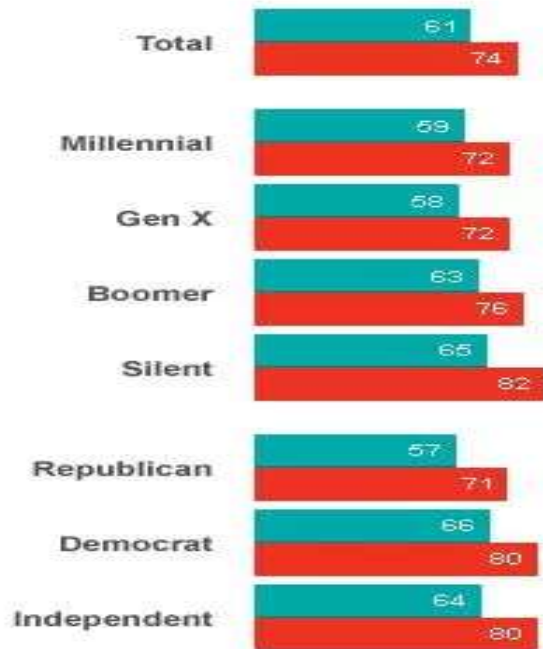
# Power

- Legitimate power
- Positional power
- Referent power
- Work environments can already be very stressful, discrimination and harassment only adds to this
- Ex. Donald Trump, NY Times article
  - (Mis)treatment of women

## MOST SAY IT IS EASIER FOR MEN TO GET TOP POSITIONS IN BUSINESS & POLITICS

% SAYING IT IS EASIER FOR MEN TO GET TOP EXECUTIVE POSITIONS IN BUSINESS

■ MEN ■ WOMEN



% SAYING IT IS EASIER FOR MEN TO GET ELECTED TO HIGH POLITICAL OFFICES

■ MEN ■ WOMEN

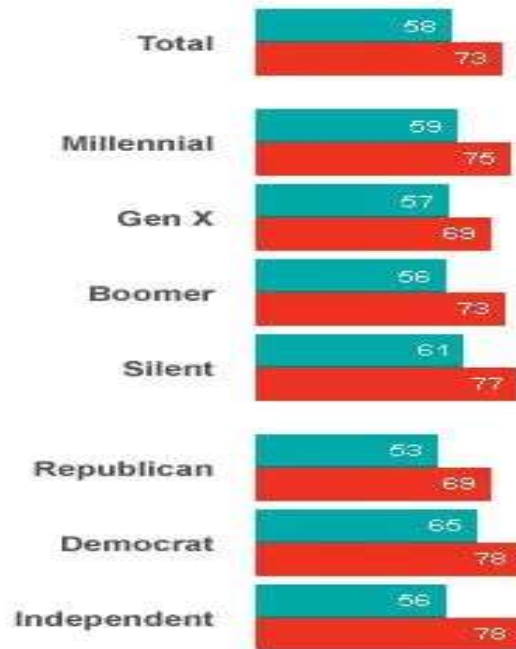


Image from: <http://fortune.com/2015/01/14/why-so-few-women-ceos/>

Source: Pew Research Center

DOES A LEADER'S  
GENDER MATTER MORE  
IN SOME INDUSTRIES  
THAN OTHERS?

WOMAN WOULD  
DO A BETTER JOB

MAN WOULD  
DO A BETTER JOB

NO DIFFERENCE/  
DEPENDS (VOL.)



Image from:

<http://fortune.com/2015/01/14/why-so-few-women-ceos/>

Source: Pew Research Center

# Sexuality Discrimination in the Workplace

Sexual Discrimination, much like Gendered Discrimination, is a form of discrimination characterized by harassment or differential treatment based on one's sexual orientation (gay, lesbian, bisexual, heterosexual).

In many cases this type of treatment occurs based on the perception of one's sexual orientation, regardless of whether or not the perceived orientation is the accurate orientation.





# Sexuality Discrimination in the Workplace

Examples of types of differential treatment in sexuality discrimination that may occur are:

- **Being overlooked for a promotion,**
  - **being given unnecessary write ups,**
  - **being wrongfully terminated,**
  - **harassment in the forms of rude comments,**
  - **name-calling based on your perceived sexual orientation,**
  - **and in some instance sexual harassment.**
- Example: Hobby Lobby Hiring Process**



**"Good" sex:**  
Normal, Natural,  
Healthy, Holy "The Line"

Heterosexual  
Married  
Monogamous  
Reproductive  
At home

Major area of contest

Unmarried heterosexual couples  
Promiscuous Heterosexuals  
Masturbation

Long-term, stable lesbian and  
gay male couples

Lesbians in the bar

Promiscuous gay men at  
the baths or in the park

**"Bad" sex:**  
Abnormal, Unnatural,  
Sick, Sinful, "Way Out"

Transvestites  
Transsexuals  
Fetishists  
Sadomasochists  
For money  
Cross-generational

Best

Worst

Figure 2 The sex hierarchy: the struggle over where to draw the line

# Power is relevant in several ways

- **Stereotypes**
- **History of discrimination of people who identify as homosexual, transgender, etc.**
- **Pratto & Pitpitan paper on intersectional stereotypes legitimizing power distributions.**

# Power, stereotypes, and law

- **Frontiers of Sex Discrimination Law (a review of the book Gender Nonconformity and the Law): 5 factors that might explain discrimination/inequality:**
  - expressive freedom
  - status
  - perfectionism
  - Supreme Court Cases:
    - Price Water v. Hopkins 1989
    - Baker v. Aetna 2017
- **Neutrality**
- **Anti-subordination,**

# Racial Discrimination in the Workplace

## Harassment in Work Settings

- Although it is not illegal to tease, say offhand comments, or create occasional, unintentionally uncomfortable situations...
- It is illegal to use racial slurs, display racially-offensive symbols, or make derogatory remarks about a person's race or color
- The person who is being the harasser can be anyone you work with, your boss, your coworker, a client/customer, or anyone else in the vicinity of the place you work.

("Race/Color Discrimination")

## Race/Ethnic Discrimination

**Racial Discrimination (often lumped together with ethnic discrimination) is the act of treating someone unfairly because of their race or ethnicity.**

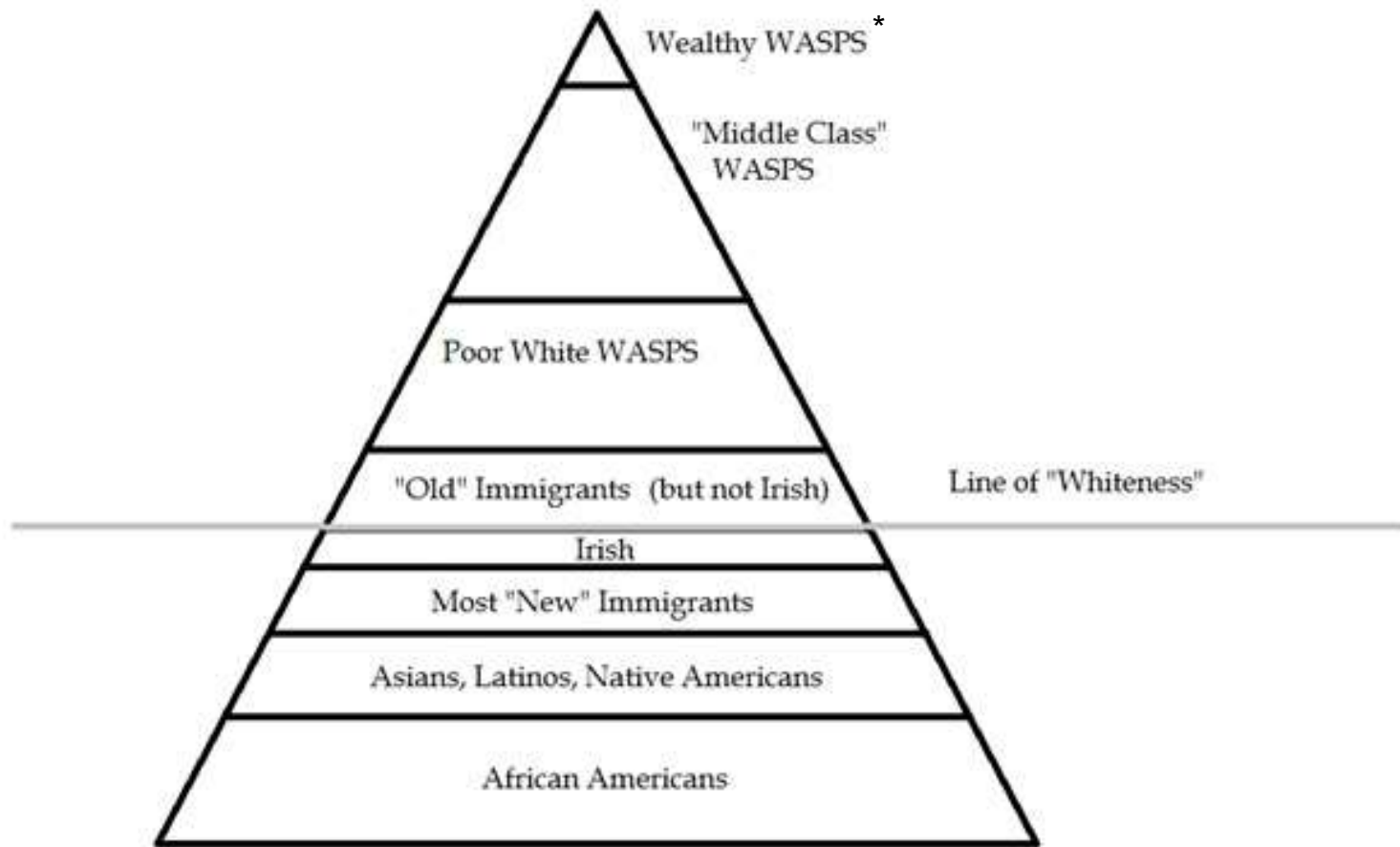
**Racial Discrimination can also be seen when someone is being treated unfairly because they possess a characteristic of another ethnicity (hair texture, skin color, facial features)**

("Race/Color Discrimination")

## Discrimination by Association

- Not only can a person experience discrimination based on their own Race/Ethnicity, you can also experience discrimination based on those you associate with.
- For example:
  - If you're married to someone of a different race
  - If you're friends with someone of a different race

("Race/Color Discrimination")



# Power

- **Historical stereotypes and racist ideologies (e.g., African-Americans are uncivilized)**
- **Slavery or modern day slavery?**
- **Inferior vs. superior**
- **Stereotypes: obligations to ingroup, legitimate power, fungibility**
- **Pratto 2015- affiliative power, association and equal cultural status**
- **Those with more, get more**

# Discrimination occurs everywhere and encompasses many issues

- ❖ Here is a chart we found that shows how many charges are filed every year based on workplace discrimination

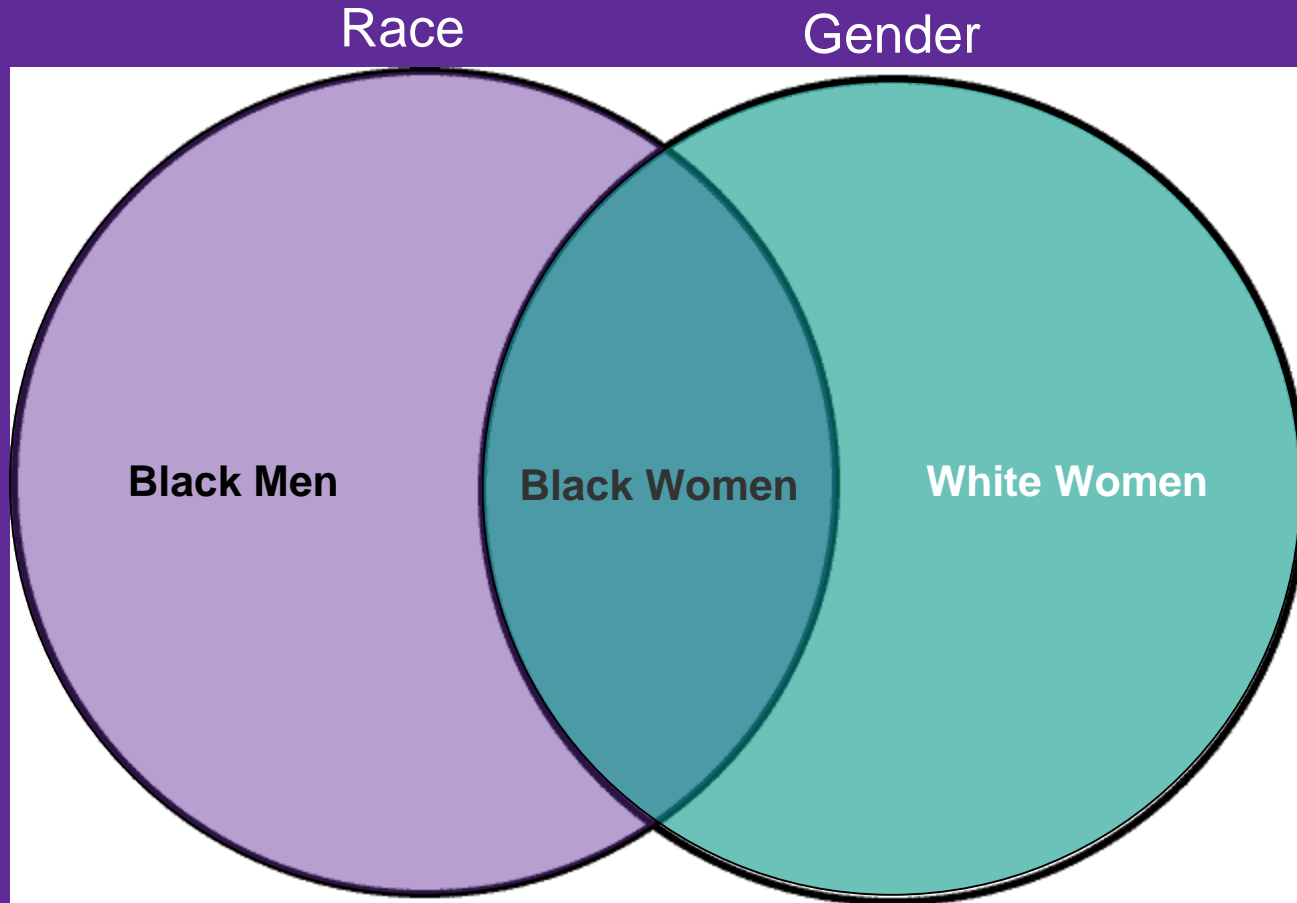
<https://www.eeoc.gov/eeoc/statistics/enforcement/charges.cfm>



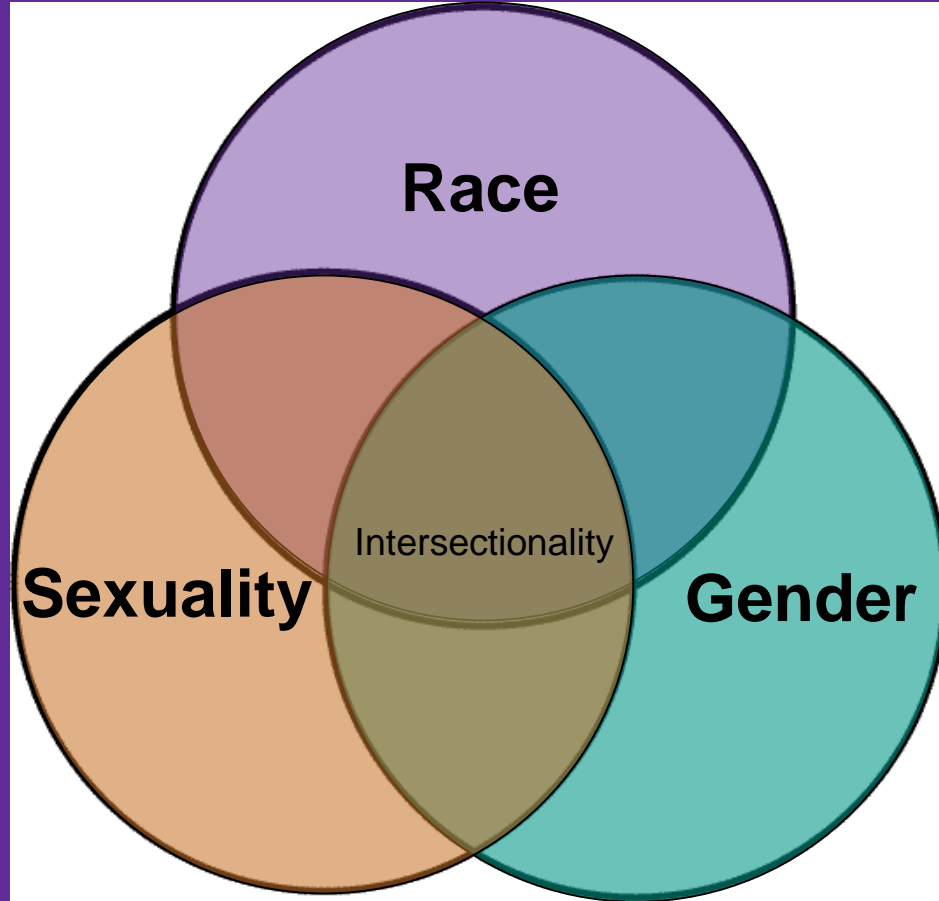
# Intersectionality

- Intersectionality was a theory originally created by Kimberle Crenshaw in her 1989 article, *Demarginalizing the Intersection of Race and Sex: A Black Feminist Critique of Antidiscrimination Doctrine, Feminist Theory, and AntiRacist Policies*
  - She approaches this concept of Intersectionality from the viewpoint of a black woman to attack single dimensional social issues through a multidimensional approach.
- “With Black women as the starting point, it becomes more apparent how dominant conceptions of discrimination condition us to think about subordination as disadvantage occurring along a single categorical axis. I want to suggest further that this single-axis framework erases Black women in the conceptualization, identification and remediation of race and sex discrimination by limiting inquiry to the experiences of otherwise-privileged members of the group. In other words, in race discrimination cases, discrimination tends to be viewed in terms of sex- or class-privileged Blacks; in sex discrimination cases, the focus is on race- and class-privileged women.”  
(Crenshaw)

# Intersectionality by Kimberle Crenshaw



# Intersectionality Today



# Multiple Hierarchies

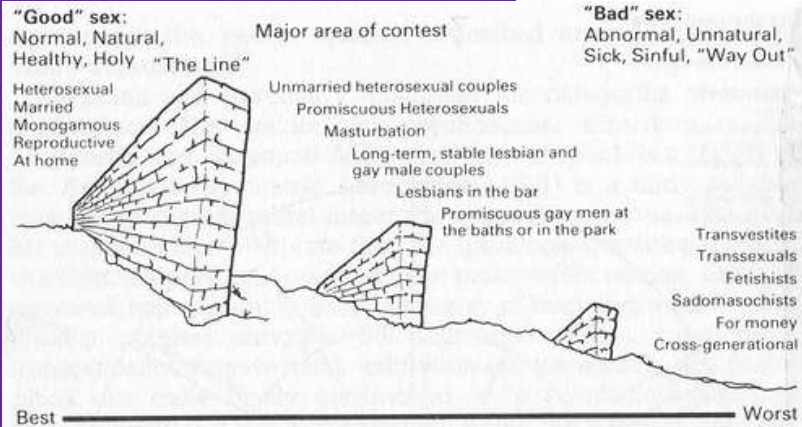
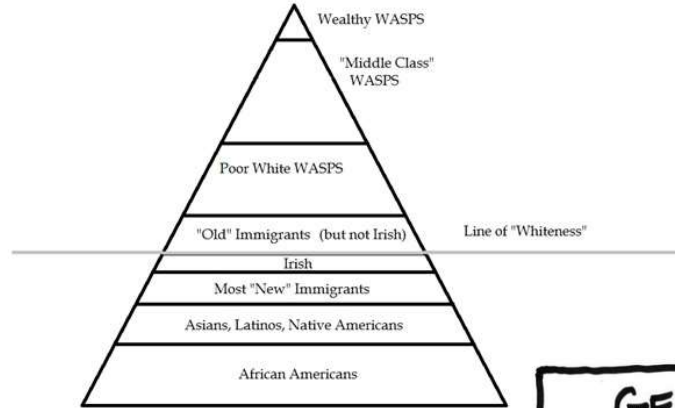
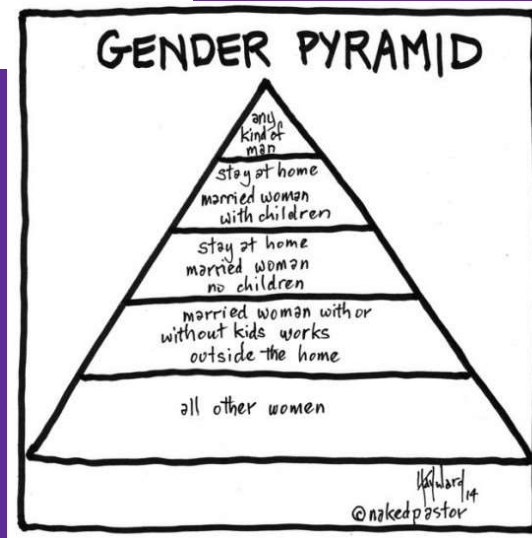
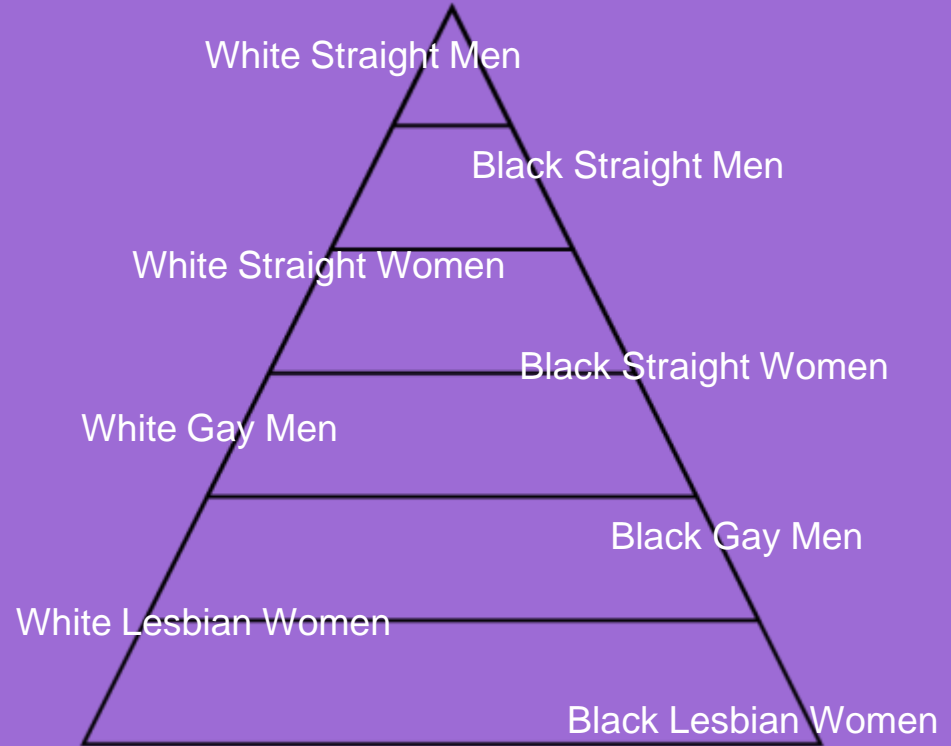
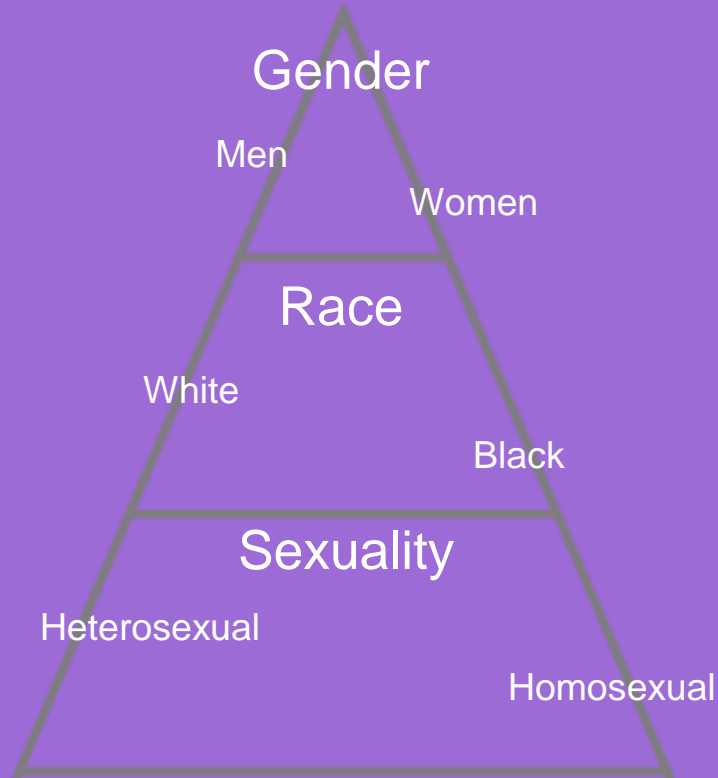


Figure 2 The sex hierarchy: the struggle over where to draw the line



# Intersectional Hierarchies



## How can these problems be solved?

- **Legislation has come a long way, but there is still work to be done**
- **Providing resources for the victims to let them know they are not alone**
- **Increasing seminars and workshops at big corporations especially, having employees talk openly about possible discrimination they are facing**
- **Focusing on emotions and personality traits might be helpful, reshaping people's thoughts and prejudices**
- **Showing others (ex. White men) the ill effects of discrimination and showing the positive sides of compassion and a positive work environment**

## References

- Ball, M. (2014, July 20). How Hobby Lobby Split the Left and Set Back Gay Rights. Retrieved April 24, 2017, from <https://www.theatlantic.com/politics/archive/2014/07/how-hobby-lobby-split-the-left-and-set-back-gay-rights/374721/>
- Barbaro, Michael, and Megan, Twohey. (14 May 2016). Crossing the Line: How Donald Trump Behaved with Women in Private. *The New York Times*. Retrieved from [https://www.nytimes.com/2016/05/15/us/politics/donald-trump-women.html?\\_r=1](https://www.nytimes.com/2016/05/15/us/politics/donald-trump-women.html?_r=1)
- Clarke, J. A. (2017). Frontiers of Sex Discrimination Law [Review of the book *Gender Nonconformity and the Law*]. *Michigan Law Review* 115(6). Available from SSRN website: [https://papers.ssrn.com/sol3/papers.cfm?abstract\\_id=2898533](https://papers.ssrn.com/sol3/papers.cfm?abstract_id=2898533)
- Crenshaw, K. (1989). Demarginalizing the Intersection of Race and Sex: A Black Feminist Critique of Antidiscrimination Doctrine, Feminist Theory, and AntiRacist Policies. Retrieved from <http://www.bing.com/cr?IG=A092D07E74534DD4A2E18E97768F8D3A&CID=16FDDFFE20F362D52B91D59021636338&rd=1&h=eDkFHcq0dqoJaFNpXj1q87oZw7gU7VWSBRfRc8iF0PE&v=1&r=http%3a%2f%2fchicagounbound.uchicago.edu%2fcgi%2fviewcontent.cgi%3farticle%3d1052%26context%3duclf&p=DevEx,5060.1>
- Fitzwater, S. A. (2017). *Baker v. Aetna Life Ins. Co.* Retrieved from <https://casetext.com/case/baker-v-aetna-life-ins-co>
- Fortune.com. (2015). [ Bar graph illustration from Pew Research Center depicting which industries would a man or woman do better in]. *Does a leader's gender matter more in some in industries than others?* Retrieved from <http://fortune.com/2015/01/14/why-so-few-women-ceos/>

## References

- Fortune.com. (2015). [Bar graph illustration from Pew Research Center depicting data on what kinds of people believe it is easier for men to get jobs over women]. *Most say it is easier for men to get top positions in business & politics*. Retrived from <http://fortune.com/2015/01/14/why-so-few-women-ceos/>
- Hayes, N., & Morrow, K. (2013). Gender Discrimination in the Workforce. Pay Equity & Discrimination. (n.d.). Retrieved April 24, 2017, from <https://iwpr.org/issue/employment-education-economic-change/pay-equity-discrimination/>
- Pratto, F. (2016), On power and empowerment. *Br. J. Soc. Psychol.*, 55: 1–20. doi:10.1111/bjso.12135
- Pratto, F. & Pitpitan, E. V. (2008). Ethnocentrism and Sexism: How Stereotypes Legitimize Six Types of Power. *Social and Personality Psychology Compass*, 2(6), 2159-2176. Retrieved from <http://www.intergroup.uconn.edu/pbt/documents/Pratto%20Pitpitan%202008.pdf>
- Price Waterhouse v. Hopkins. (1989). Retrieved from <http://www.apa.org/about/offices/ogc/amicus/hopkins.aspx>
- Race/Color Discrimination. (n.d.). Retrieved April 24, 2017, from [https://www.eeoc.gov/laws/types/race\\_color.cfm](https://www.eeoc.gov/laws/types/race_color.cfm)
- Sexual Orientation Discrimination in the Workplace. (n.d.). Retrieved April 24, 2017, from <http://employment.findlaw.com/employment-discrimination/sexual-orientation-discrimination-in-the-workplace.html>
- "U.S Equal Employment Opportunity Commission. [Chart illustrating the charge statistics filed involving workplace discrimination]. *Charge Statistics filed with the EEOC FY 1997 through FY 2016*. Retrieved from <https://www.eeoc.gov/eeoc/statistics/enforcement/charges.cfm>