

Name

Course

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Black Women's Struggles against Discrimination

It is apparent that the position of many people all through the world is decided by their genders and this charge genders, particularly women. If they are also colored in addition to being female, they find it difficult living in any community since the society alienates them. These women of color, especially black must endure all sorts of violence as well as racist behaviors that both white women and men throw at them. Apart from the above, the black women do not just struggle against racist societies, but they also have to suffer in the hands of their fellow black men. Being conscious of these facts, various authors aim at portraying the experiences plus struggles of black women against discrimination of race. As such, this paper is meant to discuss how some of the selected sources go together and talk to each other regarding the struggles of black women against racial discrimination.

Simien *et al.* (428) make use of a structural intersectionality as a hypothetical framework to analyze oppression with the particular focus on the vibrant interplay between class, gender, and race. Simien determines the variation of power that is connected with multiple groups identity as well as the real-life experiences during the period of civil rights. The author's approach provides an important connection between the civil rights movement and the understanding of discrimination plus oppression regarding sexism and racism. Simien *et al.* (414) point out that new CRM is less commonly associated with the more nuanced comprehension of

oppression experienced by the forgotten women heroes who also risked their lives plus reputation to fight for equality and justice. This intersectionality captures and theorizes the simultaneity of this oppression, giving rise to qualitatively distinct movement experiences. This approach makes the multifaceted nature of the conjointly constitutive identities as well as historical settings that configure the lives of well-known and lesser female activists during the contemporary civil rights period visible.

Smith (p. 1) also focuses the concept of intersectionality and the black feminism. Smith (p. 1) argues that intersectionality is a depiction of the manner in which multiple subjugations are experienced rather than an abstract notion. Smith uses Crenshaw's analogy of intersectionality that likens it to an intersection of traffic or crossroad so as to concretize this concept. According to the Smith, the black women get discriminated against in various ways, which many times do not often fit tidily within the lawful classes of either sexism or racism. Black women rather experience a blend of sexism and racism. Smith (p. 1) also points out that the legal systems always fail to recognize the struggles of the black women. This is because the systems define sexism based of the unspoken injustices that all women including the white encounter and racism as those faced by all male including the black men plus other colored people. This framework often renders the black women officially invisible as well as without legitimate recourse.

Smith and Simien materials cross-talk to one another through, using the concept of intersectionality to synthesize oppression of black women in the society. While Simien focuses on the forgotten black women heroes of the civil rights movement (p. 414), Smith focuses on the flaws of the legal systems that often leave out the black women in the analysis of either racism or gender oppression (p. 2). Both materials challenge the neglect of the interaction of gender and

race. As such, intersectional experiences are greater compared to the sum of sexism and racism. Therefore, any analysis that fails to take into account the intersectionality of oppression cannot sufficiently address the precise way in which the black women struggle in the face of subordination.

Tiffany also focuses on the recognition of the black women who played a part in the civil rights drive of 1960 to 1970. Just like Simien, Tiffany (p. 1) also points out that the black women who had played a vital role in that movement often received little or no recognition for their dedicated participation. According to Tiffany, all races came together to fight against racial inequality, but the voices of the black women were denied its way by being denied the chance to speak for racial equality directly. The black women mobilized people as well as movement capital, main roles without which such CRM would have been impaired greatly, but they were given little recognition. Tiffany has conducted an extensive analysis of secondary sources to understand how the black women struggled in the face of sexism and racial discrimination during the CRM.

Mays, Coleman and Jackson's material focuses on the perceived race-based gender discrimination that faces black women in the labor force. The authors found out that a mixture of the perceived discrimination plus socio-demographics affects the perceived job stress and employment status patterns of the black women's work environment differently. Mays *et al.* (p. 3) employed multivariate and bivariate analyses to examine the correlates and predictions of the job stress and employment in the black women. Discrimination perception, especially those of barriers to the employment market or racial problems at workplaces somehow influences the working black women. Since unemployed black women might have faced discrimination in their

past workplaces, their perception that there is little they can do to change discrimination against race and gender would make them remain unemployed.

Dawes Gay, on the other hand, looks at the manner in which racial discrimination undermines the health of black women. Dawes (p. 1) states that black women suffer from maternal deaths disproportionately owed to the consequences of racial discrimination. Besides, the author questions the political apathy in helping these vulnerable people in the society and its unwillingness to recognize as well as address discrimination by race as a key factor in health outcome. So, Dawes (p. 1) argues that the black women often become victims of something worse than judgment, discrimination, and stigma. According to Dawes, black women are victims of a society and system that abrogates their basic human rights even the rights to life, non-discrimination and health.

Dawes uses a focus group survey approach to understanding the level of discrimination by race that the black women always face. The author brings forward the issue of reproductive injustices that black women face which promotes stigma and maternal mortality. At the same time, Dawes (p. 2) recommends that political commitment should be the precondition to decreasing maternal mortality as well as improving health outcomes.

Mays *et al.* studied the racial discrimination, job stress and work status among the black women. Just like Simien and Tiffany, Mays *et al.* also address the struggles of black women in the face of discrimination by race and sex. These authors show that black women are discriminated in multiple ways. They all point out the shortfalls in the legal system for recognizing and addressing racial discrimination of the black women. Indeed, for the above to change, the legal system must commit itself from the federal level to the local level to ending

racial discrimination. As such, the black women would not have to struggle against racial discrimination and would not suffer any health related issue.

Works Cited

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