



DOUBLE AND DIFFERENT- WOMEN CHEMIST OF COLOR

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The Double Bind: The Price of Being a Minority Woman in Science

- ◆ 30 Women from STEM fields gathered to discuss the complex challenges of women in color in STEM fields.
- ◆ Report Published in 1975
Authors Shirley Malcolm, Paula Hall and Janet Brown, AAAS Publication 76-R-3
- ◆ Gained national attention



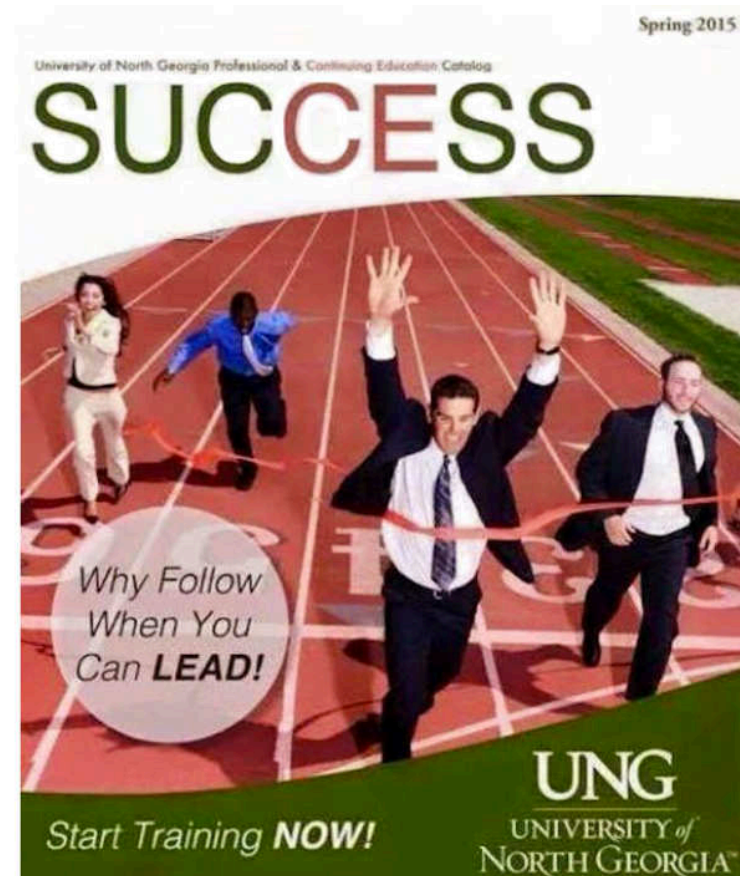
<http://archives.aaas.org/docs/1975Double%20Bind.pdf>

The Double Bind Report

- The minority women scientists attending the conference, along with many others who communicated their experience to the conference organizers, perceived that their earlier experiences with racism were superseded by problems of sexism. It must be noted that several instances were recalled which could have been brought about by race or gender bias or both.
- When this situation arises it becomes difficult if not impossible to determine which "ism" is in force. In such a case, it does not matter whether one is being hit with the club of sexism or racism--they both hurt. And this is the nature and the essence of the double bind.

Double AND Different

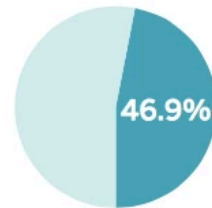
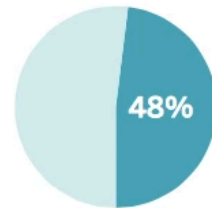
- Gender-related challenges
 - Maternity/child care
 - Gender discrimination
- Race/Ethnicity-related challenges
 - Discrimination
 - Stereotypes
 - Different cultural norms
 - Cultural biases
- A double dose or different?



<http://www.toolsforchangeinstem.org/tools/double-jeopardy-report>

Double AND Different

- Increased hypervisibility, tokenism
- Increased isolation, exclusion
- Impostor syndrome
- Traditional gender roles unique to culture
Fewer role models
- Fewer “like” peers



48% of Black women and **46.9%** of Latinas report having been mistaken for administrative or custodial staff.

<http://www.toolsforchangeinstem.org/tools/double-jeopardy-report>

Double AND Different

- Five common gender biases faced:
 - “Prove it again”
 - Tightrope
 - Maternal Wall
 - Tug of war
 - Sexual Harassment

- 76% of Black women surveyed reported needing to repeatedly prove themselves.

- “Students tend to basically just have a certain level of respect for a male faculty from day one that they don’t necessarily have for a female faculty, or for me at least.

- “You have to be okay with being totally ostracized in every way”

<http://www.toolsforchangeinstem.org/tools/double-jeopardy-report>

The Double Bind Report

- The minority woman scientist is caught in the middle of a difficult situation. She is often being pulled from both sides by women's groups and minority organizations. If she affiliates with both, they can place a tremendous demand on her time. However, she is all too often asked to align herself with one or the other group.
- In neither instance is she treated as a whole person with some of the same problems as her women and minority male counterparts, as well as some unique ones.

Intersectionality

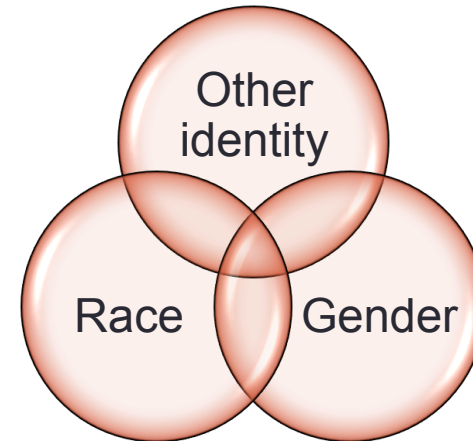
- **Intersectionality** is a term that was coined by American professor Kimberlé Crenshaw in 1989. The textbook definition states:

“The view that women experience oppression in varying configurations and in varying degrees of intensity. Cultural patterns of oppression are not only interrelated, but are bound together and influenced by the intersectional systems of society. Examples of this include race, gender, class, ability, and ethnicity.”

Crenshaw, Kimberle. "Mapping the margins: Intersectionality, identity politics, and violence against women of color." Stanford law review (1991): 1241-1299.

Intersectionality-revised

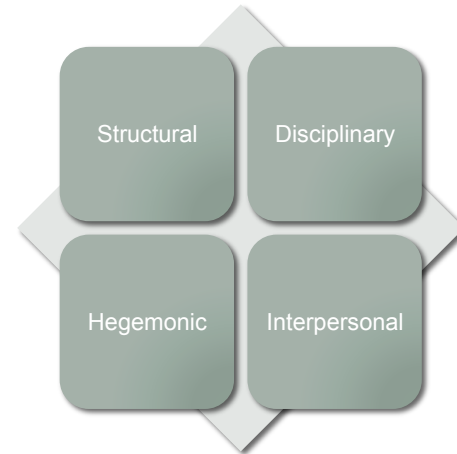
- ◆ Based on her experiences as a Black woman the author proposes “that systems of race, social class, gender, sexuality, ethnicity, nation, and age form mutually constructing features of social organization, which shape Black women’s experiences and, in turn, are shaped by Black women” (Collins, 2000, p. 299).
- ◆ Model is applicable to other groups.



Collins, Patricia Hill. (2000) *Black Feminist Thought: knowledge, consciousness, and the politics of empowerment*. New York, Routledge.

The Matrix of Domination

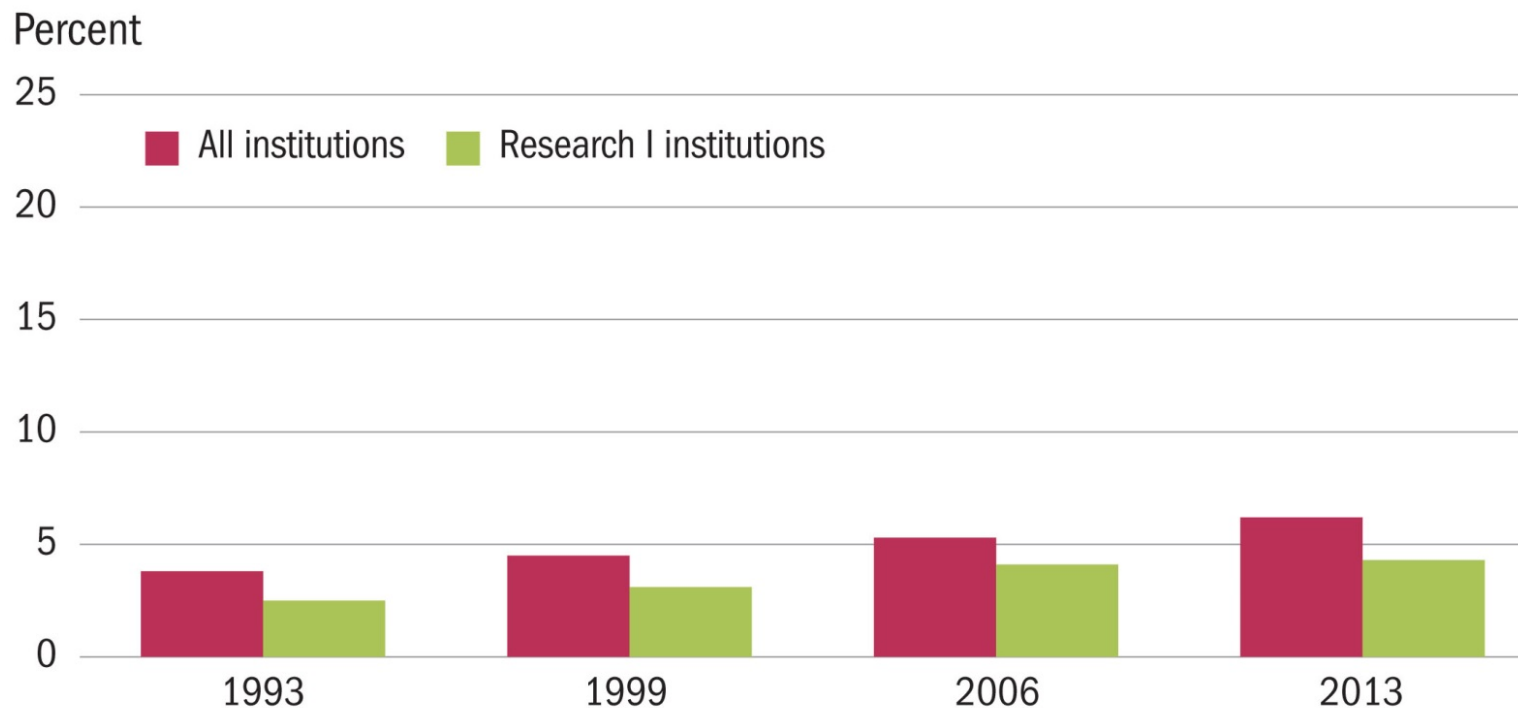
- ◆ Is a sociological paradigm that explains issues of oppression that deal with race, class, and gender, which, though recognized as different social classifications, are all interconnected.
- ◆ Other forms of classification, such as sexual orientation, religion, or age, apply to this theory as well.



- ◆ The structural domain consists of social structures such as law, policy, religion, and the economy.
- ◆ The disciplinary domain manages oppression
- ◆ The hegemonic domain legitimates oppression.
- ◆ The interpersonal domain influences everyday life.

Collins, Patricia Hill. (2000) *Black Feminist Thought: knowledge, consciousness, and the politics of empowerment*. New York, Routledge.

Underrepresented minorities as a percentage of full-time, full professors with science, engineering, and health doctorates, by employing institution: 1993–2013



NOTE: Criteria for research I institutions based on 1994 Carnegie classification.

<http://www.nsf.gov/statistics/2015/nsf15311/>

Women Chemist of Color and the Ivory Tower Faculty

- NSF “Top 50”
 - White 1459 male and 194 female (13.2%)
 - Black 22 male and 4 female (18.1%), none are full
 - Hispanic 37 male and 9 female (24.3%) 3 are full
 - Native American (3 male)
 - Asians 170 male and 25 female (14.7) 3 are full
- The next 50
 - White 925 male and 121 female (13.1%)
 - Black 21 male and 4 female (19%),
 - Hispanic 21 male and 4 female (19%)
 - Native American (5 male and 1 female)
 - Asians 123 male and 27 female (22.0%)

<http://faculty-staff.ou.edu/N/Donna.J.Nelson-1/diversity/top50.html>

Small numbers are easy to visualize

Valerie Sheares-Ashby-UNC Chapel Hill



Sharon Neal-University of Delaware



Nicole LaRonde-University of Maryland



Vaneica Y. Young-University of Florida

Small numbers are easy to visualize

Malika Jeffries-EL- Iowa State University



◆ Brown University- Person unknown

Mande Holford-CUNY



Gloria Thomas-Mississippi State University

The short fall of feminism

- The Women's Rights movement was lead by white women.
- The Civil Rights movement was perceptively lead by men.
- As a result many policies seem to be based on the premise that all the women are white, and all the minorities are men.



Rosalarian.com

The gap in within Minority Organizations

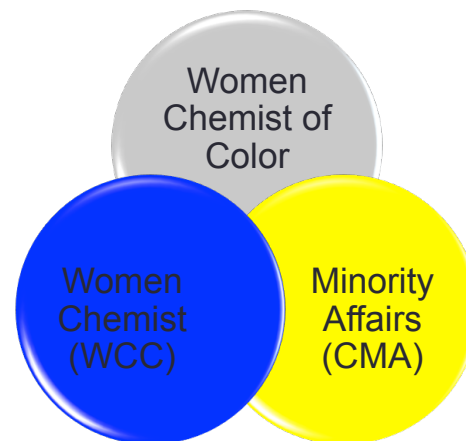
- ◆ NOBCCChE: The National Organization for the Professional Advancement of Black Chemists and Chemical Engineers.
- ◆ Founded in 1975 by:
 - ✧ Dr. Joseph Cannon, Chemical Engineer, Prof. - Howard University
 - ✧ Dr. Lloyd Ferguson, Chemist, Prof. - California State University
 - ✧ Dr. William M. Jackson, Chemist, Prof. - Howard University
 - ✧ Dr. William Guilory, Chemist, Prof. - Drexel University
 - ✧ Dr. Henry C. McBay, Chemist, Prof. - Morehouse College
 - ✧ Dr. Charles Merideth, Chemist, Chancellor, The Atlanta University Center, Inc.
 - ✧ Dr. James Porter, Chemical Engineer, Prof. - MIT




- ◆ The organizations first president was elected in 1999.
- ◆ Only one woman, Dr. Sharon Haynie – Dupont, has ever received the Percy Julian Award. This is the organizations highest honor.

The gap in within Majority Organizations

- ◆ The American Chemical Society (ACS) had two groups charged with making the society more relevant to members of minority groups:
 - ✧ The Women Chemist Committee
 - ✧ The Committee on Minority Affairs
- ◆ In 2010 the Women Chemist of Color Initiative was started.
 - ✧ Gloria Thomas and Zakiya Wilson co-PIs (National Science Foundation under Grant #1027608)

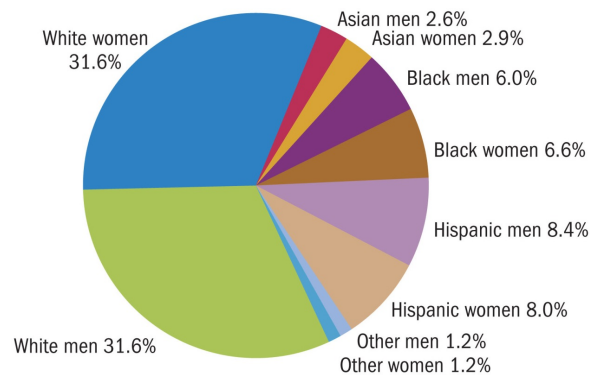


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- "Are women bound by our similarities or divided by our differences?" -Johnnetta B. Cole
 - "Even when there is evidence of female oppression among women of diverse backgrounds, it is important to listen to the individual assessment which each woman makes of her own condition, rather than assume that a synonymous experience of female oppression exists among all women."

- Johnnetta B. Cole

Underrepresented minorities

- Currently includes:
 - African Americans
 - Mexican-Americans
 - Native Americans (American Indians, Alaska Natives, and Native Hawaiians)
 - Pacific Islanders, and mainland Puerto Ricans.



NOTES: Hispanic may be any race. Other includes individuals not of Hispanic ethnicity who reported more than one race or a race not listed separately.

<http://www.nsf.gov/statistics/2015/nsf15311/>

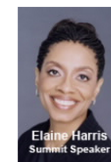
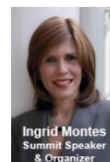
Women Chemists of Color

- Broadly defined group that includes:
- African American or Black
- Hispanic/Latina American
- Native American, Native Hawaiian/ Pacific Islander
- Asian American
- Non-white international women



Women Chemists of Color Summit

- With support from the National Science Foundation*, the ACS hosted a Women Chemists of Color Summit at the 240th ACS National Meeting in 2010.
- This Summit aimed to:
 - broaden awareness of challenges for women of color found at the specific intersection of gender and ethnicity
 - gather more data about women chemists of color
 - provide a forum for building community among women of color.



[WCoC Program Homepage](#)

Membership & Networks

ACS Women Chemists of Color Program

ACS Membership

Join

Renew

Member Benefits

Get Involved, Stay Involved

Member-Get-A-Member Program

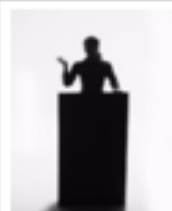
Welcoming All Chemists

ACS Fellows Program

ONLINE COMMUNITIES



TECHNICAL PROGRAMMING



VIDEO INTERVIEWS



NETWORKING EVENTS



RESOURCES



ABOUT



<http://www.acs.org/content/acs/en/membership-and-networks/acs/welcoming/diversity/women-chemists-of-color.html>

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Women Chemists of Color

Tenure Track Position at Hiram College

The Department of Chemistry at Hiram College, a residential, liberal arts college located in Northeastern Ohio, is seeking applicants for a full-time, tenure-track position beginning August 2012. A Ph.D. in chemistry or a related discipline is required; a Ph.D...

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Women Chemists of Color

The presentations from the Empirical Studies on Women of Color in STEM Symposium have been uploaded on Facebook as photo albums. There are four talks available. Check them out, and feel free to comment. Let's continue the discussion.

156 Impressions · 0% Feedback


About [Edit](#)

This page will broaden awareness of challenges for women of color found at...

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<http://www.facebook.com/ACS.WCoC>

- 
- "Certainly there are very real differences between us of race, age, and sex. But it is not those differences between us that are separating us. It is rather our refusal to recognize those differences and to examine the distortions which result from our misnaming them and their effects upon human behavior and expectation."

- Audre Lorde