Women in the Academy: Intersectionality & Burnout

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WOMEN IN THE ACADEMY

Intersectionality & Burnout
WHO ARE YOU?

• Woman
• Faculty/Staff
• Pt. time employee (elsewhere)
• Daughter
• Mother
  • Nurse
  • Tutor
  • Chef
  • Counselor
• Grandmother
• Sister
• Wife
  • Partner
  • Model/Vixen
• Friend
• Race
• Ethnicity
• Nationality
• Religious association
• Sexual Orientation
• Disability
• Age
• Education Status
• SES
INTERSECTIONALITY

• Grounded in Black feminism, Crenshaw (1989) coined the term intersectionality as a social construct to describe marginalization and other social injustices of Black women based on the interaction of their race and gender due to being discriminated against in both the Black Power Movement and the Women’s Liberation Movement (Collins & Bilge, 2016; Hull, Scott & Cooper, 1983).

• Although initially based in Black feminism, intersectionality addresses the manifestations of social power for other marginalized groups based on isolated factors such as sex, gender, race, culture, class, ethnicity, religion, sexual orientation, and so on (Cho, Crenshaw & McCall, 2013).

• Largely, intersectionality looks at the compounding impact of multiple levels of discrimination or oppression on a group thus presenting a societal disadvantage.
PRESSING CONCERNS FOR WOMEN IN THE ACADEMY

- Lack of mentorship
- Lack of opportunity for women
- Self-Advocacy and Equity
- Microaggressions
- Sustainability
- Privilege vs. Assumed Competence
- Student expectations
- Competition/Tokenism
- Power Dynamics & Boundaries
• Sex - Faculty/Staff = 1233
  • Men = 591
  • Women = 640
  • Unknown = 2

• Leadership (Academic Admins) = 38
  • Men = 25
  • Women = 13

<table>
<thead>
<tr>
<th>Race</th>
<th>Sex: Male</th>
<th>Sex: Female</th>
<th>Unknown</th>
</tr>
</thead>
<tbody>
<tr>
<td>American Indian/Alaska Native = 11</td>
<td>7</td>
<td>4</td>
<td></td>
</tr>
<tr>
<td>Asian = 47</td>
<td>29</td>
<td>18</td>
<td></td>
</tr>
<tr>
<td>Black = 18</td>
<td>10</td>
<td>8</td>
<td></td>
</tr>
<tr>
<td>Hispanic/Latino = 28</td>
<td>10</td>
<td>18</td>
<td></td>
</tr>
<tr>
<td>Unknown = 118</td>
<td>73</td>
<td>43</td>
<td>2</td>
</tr>
<tr>
<td>Two or more = 18</td>
<td>6</td>
<td>12</td>
<td></td>
</tr>
<tr>
<td>White = 993</td>
<td>456</td>
<td>537</td>
<td></td>
</tr>
</tbody>
</table>
• Have you been placed in a position with the expectation that you were not going to succeed?
QUESTIONS

• Have you had anyone tell you “no you cannot do that” or “it won’t work”? 
• How do women, and other underrepresented minority members in the academy deal with instances of overt and/or covert retaliation for speaking out or differ on issues when they are in the minority.
QUESTIONS

• How to handle situations in the face of microaggressions where you are expected to be the professional one or ensure that the aggressor/majoritarian is not made to feel uncomfortable?
QUESTIONS

• Can anyone speak on children, raising children while attempting to ascend in the organization, and how academia may fall behind other industries and job markets in terms of how they see women, specifically those also serving the role of "mother". Strategies to be part of moving the needle?
QUESTIONS

• What is anyone's perspective on whether being tenured or not-tenure-track (NTT) affects women in academia?
QUESTIONS

• What to do if we are already burned out?
QUESTIONS

• Have you had that moment of “changing someone’s life”? 