

1-16-2019

Women in the Academy: Intersectionality & Burnout

Nuchelle Chance

Fort Hays State University, nlchance@fhsu.edu

Follow this and additional works at: https://scholars.fhsu.edu/fhsu_profdev_sp19

Recommended Citation

Chance, Nuchelle, "Women in the Academy: Intersectionality & Burnout" (2019). *Spring 2019 Professional Development Day*. 1.
https://scholars.fhsu.edu/fhsu_profdev_sp19/1

This Article is brought to you for free and open access by the FHSU Professional Development at FHSU Scholars Repository. It has been accepted for inclusion in Spring 2019 Professional Development Day by an authorized administrator of FHSU Scholars Repository.

The background features abstract, flowing waves in shades of red, orange, and yellow, creating a dynamic and energetic feel. The waves are layered and overlap, with some appearing more prominent than others. The colors transition from deep red on the left to bright yellow on the right, with orange in the middle. The overall effect is one of movement and warmth.

WOMEN IN THE ACADEMY

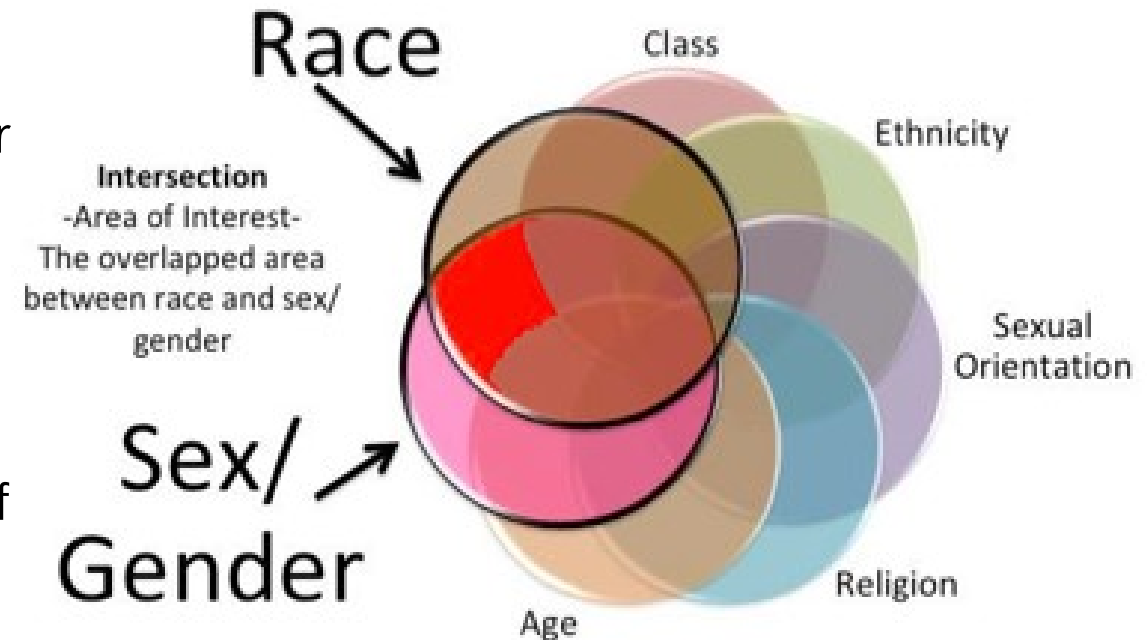
Intersectionality & Burnout

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

STATISTICS

- Sex - Faculty/Staff = 1233
 - Men = 591
 - Women = 640
 - Unknown = 2
- Leadership (Academic Admins) = 38
 - Men = 25
 - Women = 13

FHSU Faculty & Staff by Race & Sex			
Race	Sex: Male	Sex: Female	Unknown
American Indian/Alaska Native = 11	7	4	
Asian = 47	29	18	
Black = 18	10	8	
Hispanic/Latino = 28	10	18	
Unknown = 118	73	43	2
Two or more = 18	6	12	
White = 993	456	537	



QUESTIONS

- 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”?



QUESTIONS

- 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”?