

**WE**

**ARE**

**MORE**

**THAN**

**YOUR SECRETARY**

**FETISH**

**STEREOTYPE**

**YOUR DIVERSITY GOAL**

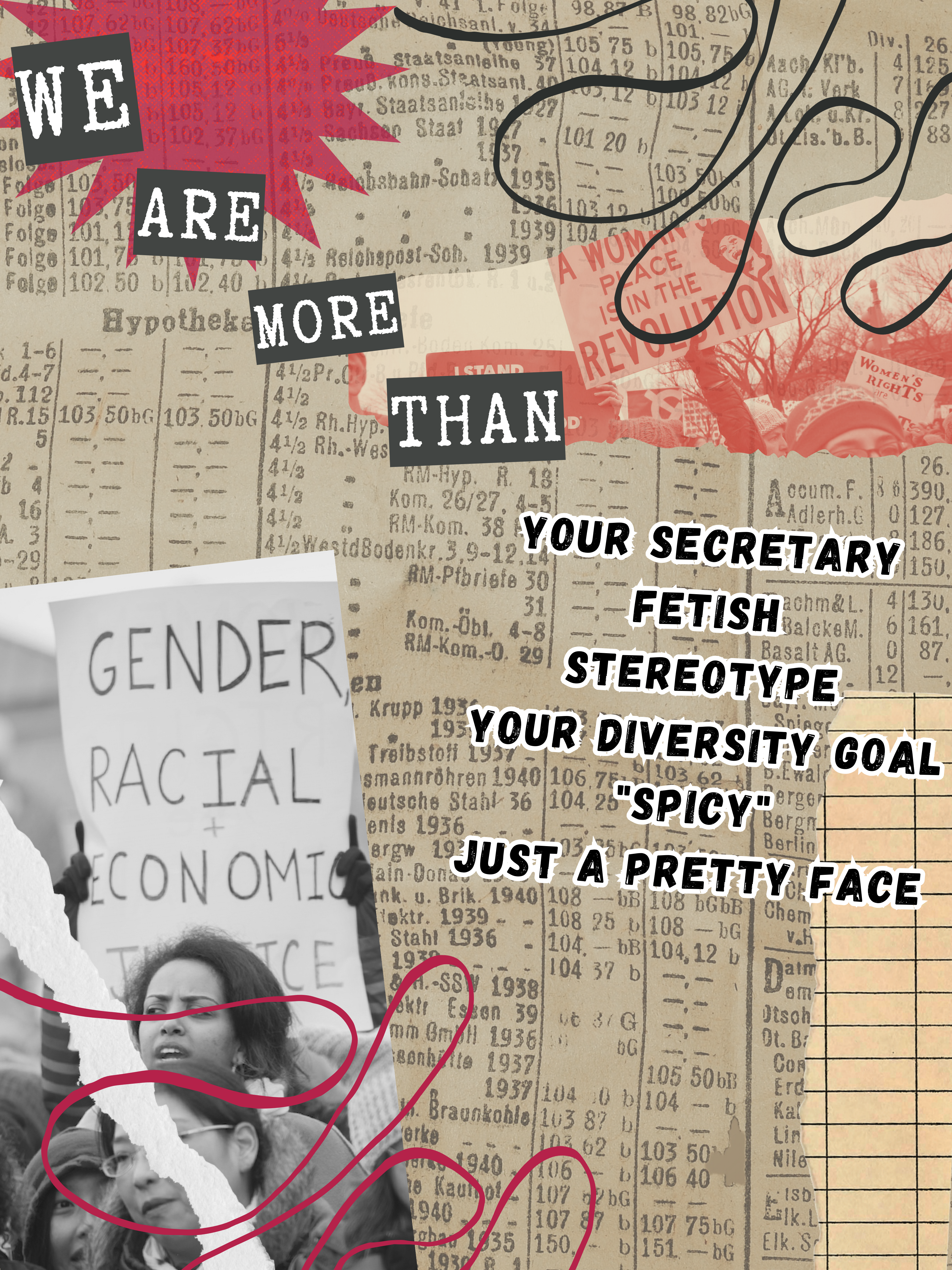
**"SPICY"**

**JUST A PRETTY FACE**

GENDER  
RACIAL  
ECONOMIC  
JUSTICE

A WOMAN'S  
PLACE  
IS IN THE  
REVOLUTION

WOMEN'S  
RIGHTS



# GENDER INEQUALITY IN THE WORKPLACE

I AM NOT YOUR SECRETARY

I AM NOT JUST A PRETTY FACE

Although we have advanced more than before, gender roles are still present in many workplaces. These gender roles place men as independent, dominant, tough, decision makers, able to do heavy duty jobs, and overall be leaders. While gender roles do the opposite for women and make them seem supportive, kind, emotional, and taking on smaller roles. Women are assumed to go into roles like secretaries, teachers, nurses, etc. They are placed in a position to be seen as a supporter, not a leader. According to the Wall Street Journal, *“women make up 46% of the entry-level group—but only a handful (if any) make it to the C-Suite”* This mindset normalizes women being in a lower position of power and creates limitations on how far they can succeed.

In today's time, women and men are both trying to fight back against gender roles. In the past, there has been a trend of being less assertive and asking for things like raises. But women are slowly starting to ask for more, close the wage gap, and stepping up in general. Besides asking for what they deserve, women are finding ways to balance their work and home lives more, which allows them to climb the work ladder. Other ways they are succeeding are through "lifting as they climb" which describes going against the stereotype of women bullying each other in the workplace. Instead, they encourage each other and make a conscious effort to better support others. They are also accepting the risk of failing. There has always been a pressure for women to keep it together at all times and never fail. While breaking these norms, women are gaining the courage to try even if there is a risk of not succeeding.

It's not only women that are in on the fight against inequality. For change to happen, everyone has to help in some way, which includes the men in the workplace. It has been shown and encouraged that men are helping create a more equal and safe space for women. Men are encouraged to create well supportive teams of both genders, which has been proven to be more successful. It is also encouraged for men to be more aware of their actions and the one's of peers. Men are starting to speak up against unfair discrimination, bias, and roles in the workplace.



# POC vs white women experience

IT IS A PRIVILEGE TO EDUCATE YOURSELF ABOUT RACISM INSTEAD OF EXPERIENCING IT!!!

When covid regulations started allowing people to return to in person work, many women of color didn't want to return because of the amount of racism and sexism they faced in the workplace. Black knowledge workers wanted to return to full-time on-site work less, as opposed to 21% of white peers.

## Center for Women Policy Studies

- 21% of women of color did not feel they were free to be themselves at work.
- More than 1/3 of women of color believed they must "play down" their race or ethnicity to succeed

Although all women experience difficulties in the workplace, we have to acknowledge the difference between the experience of white women and women of color. Women of color experience many assumptions, stereotypes, and discrimination within the workplace. Marisa Salcine describes how on her first day of work for a previous employer, that her boss asked that if she's Latina, then why doesn't she have an accent when speaking English. She felt that she didn't feel like she was taken seriously at that job, less than a year later she quit. Swati B, who is an Indian woman, explains that she faced a lot of bias for both her gender and race. She was only seen as good by her peers when she didn't speak, saying, "When I spoke up, and asked for promotion, and pointed that the work given to me was of sub-par quality, I faced much resistance from my colleagues and 'name calling'... I was made to feel unwelcome at work." African American women have had to face the stereotype of the "angry black woman" while Asians have to face the opposite of being "too timid".



# RACISM IN RELATIONSHIPS

## I AM NOT A FETISH

Serena, 21, half European and half Asian Experienced multiple messages on dating apps assuming knowledge of East Asian culture. She received questions about how much she loves K-pop, favorite K-dramas, or even her knowledge on the BTS members. Serena would also receive messages expressing shock at her ability to carry conversations because of the stereotype that Asian women are shy and timid. Then she would be told by men, that think they're woke, "don't worry, I don't fetishize women." Like saying that is somewhat comforting. Other women have gone through similar experiences on dating apps. Priya, 20, receives racist comments from assumptions based on her South-Asian name. Priya describes how the first message sent is about some guess about her race and ethnicity. How does she deal with these messages? She tries to educate these people by explaining what is wrong with what they said and overall call them out on their racism and fetishization. Although Priya is proud of culture and who she is, she does feel that it creates difficulties on dating apps.

Outside of the obvious racism and fetishization within relationships, we need to acknowledge racism that has been normalized. When taking a look at interracial relationships, there is a fetishization and obsession of mixed relationships (constant hashtags like #mixedfamily or #interracialcouple). We see a trend of these posts under the hashtag being about the difficulties of being an interracial couple, and more likely than not, a white person talking about the difficulties of adjusting to such a different culture. But besides that, the media has normalized certain types of interracial couples, while not representing others. Many times interracial couples, both being people of color, still have some type of difficulty with being accepted. People in these types of interracial relationships have reported not feeling accepted by their significant other's family due to them being a different race or even just because of colorism

"While I'm incredibly proud of my race and ethnicity, I can't help but feel that they hinder me from having a normal dating app experience due to racist harassment," - Priya

FETISHIZATION  
IS RACISM

# Annotated Bibliography

Burton, Nylah. "What We Lose When We Focus on Whiteness in Interracial Relationships." Why Do We Focus On Whiteness In Interracial Dating?, 7 Dec. 2021, [www.refinery29.com/en-us/2021/12/10779552/interracial-relationships-black-women-whiteness](http://www.refinery29.com/en-us/2021/12/10779552/interracial-relationships-black-women-whiteness).

Burton focuses on the good and bad perspectives of interracial couples in the media. They talk about things like fetishisation from media, ethnic power dynamics, colorism,

"A Look at Gender Stereotyping: How Women in the Workplace Are Today's Catalysts for Change." RSS, Accessed 18 May 2023

[www.livinghr.com/post/a-look-at-gender-stereotyping-how-women-in-the-workplace-are-todays-catalysts-for-change](http://www.livinghr.com/post/a-look-at-gender-stereotyping-how-women-in-the-workplace-are-todays-catalysts-for-change)

This article presents the stereotypes between men and women in the workplace. They then present how women are breaking these stereotypes by voicing their opinions, pursuing power, etc. They even show how men are also doing things to support women growing within the workplace. Whether it be making positive comments/being encouraging in general or speaking up against gender discrimination.

Tulshyan, Ruchika. "Do Your Diversity Efforts Reflect the Experiences of Women of Color?" Harvard Business Review, 2 July 2019, [www.hbr.org/2019/07/do-your-diversity-efforts-reflect-the-experiences-of-women-of-color](http://www.hbr.org/2019/07/do-your-diversity-efforts-reflect-the-experiences-of-women-of-color)

Tulshyan starts the article with an example of a boss getting annoyed after getting called out for celebrating having the most "diverse" leadership in the company, when really all the leaders were white men and women. Although white women are starting to get into higher roles, women of color are still less likely to get higher roles even when deserved.

Tulshyan, Ruchika. "Speaking up as a Woman of Color at Work." Forbes, 7 Oct. 2015, [www.forbes.com/sites/ruchikatulshyan/2015/02/10/speaking-up-as-a-woman-of-color-at-work/?sh=1e9722612ea3](http://www.forbes.com/sites/ruchikatulshyan/2015/02/10/speaking-up-as-a-woman-of-color-at-work/?sh=1e9722612ea3).

Tulshyan tells different stories from WOC's experiences in the workplace. They talk about how women, especially women of color, are less likely to voice their opinions due to peers not taking them seriously. Examples and surveys are used to show the comparison between men, white women, and women of color's experiences/opinions within the workplace.

Uppadhayay, Ishita. "You're Spicy": POC Students on the Racism and Fetishisation They Face on Dating Apps." The Tab, 13 Aug. 2021, [www.thetab.com/uk/2021/08/13/youre-spicy-poc-students-on-the-racism-and-fetishisation-they-face-on-dating-apps-218605](http://www.thetab.com/uk/2021/08/13/youre-spicy-poc-students-on-the-racism-and-fetishisation-they-face-on-dating-apps-218605)

Uppadhayay talks about the racism and fetishisation of POC on dating apps. This includes questions and conversations based on racist assumptions/stereotypes. We also explore how these experiences affect how women of color date especially on dating apps.

Wooll, Maggie. "Gender Inequality in the Workplace: The Fight against Bias." Gender Inequality in the Workplace: The Fight Against Bias, 15 Oct. 2021, [www.betterup.com/blog/gender-inequality-in-the-workplace#:~:text=Gender%20inequality%20in%20the%20workplace%20takes%20many%20forms%20%E2%80%94%20unequal%20pay,incidence%20of%20burnout%20in%20women](http://www.betterup.com/blog/gender-inequality-in-the-workplace#:~:text=Gender%20inequality%20in%20the%20workplace%20takes%20many%20forms%20%E2%80%94%20unequal%20pay,incidence%20of%20burnout%20in%20women)

Wool talks about gender inequality in the workplace and the different ways it is presented. They also provide tips on how managers and employees can decrease the amount of gender inequality and overall provide a safer work environment.