

January 2013

# REFLECTIONS

*Stronger Together: Diversity and Social Justice*

## A Letter from the Editor

Happy 2013!

It's hard to believe that we are entering the winter months and the break is behind us. It seems as if the fall semester just started, parking and traffic on campus was a little tighter than normal, and comments about how fast the summer flew by were spoken by students, faculty, and staff alike. Yet before we know it, spring will be here and another academic year will have passed. With all of that said, I'd like to encourage you to take some time in these first few weeks of the semester to set goals, if you haven't done so already. Similar to reflection, goal setting can just become another thing on our to-do list that keeps getting pushed lower and lower on our priority lists as the tyranny of the urgent continues to rule. Therefore, I hope you are able to take some time at the beginning of this semester and set some attainable goals for this semester that you can work through during your meetings.

Our monthly topic is Stronger Together: Diversity and Social Justice. Please take some time to read the excellent contribution from Dr. Kim White-Mills as well as the relevant data piece as we dig deeper into this topic. Our hope is that these pieces would deepen your discussions and be a catalyst for learning more about self and others. Even the mentoring experience itself can be such a beneficial practice of learning about diversity as we learn about one another and each individual's unique story! Thank you for your commitment to these topics and to the mentoring experience.

Heidy Tandy

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Find us on Facebook!  
Our page is the Advancing Women Mentoring Program (IUPUI)! Like us today and look for more updates from the AWMP Team!

“What we have to do...is find a way to celebrate our diversity and debate our differences without fracturing our communities.”

Hilary Rodam Clinton

### Campus Voices

## Stronger Together

by Dr. Kim White-Mills

Associate Professor, Department of Communication Studies

It would appear that women are making headway in corporate America. The 2012 Fortune 500 list included 18 female CEOs; more women to make the list than ever before. Indeed the number of women in the workforce has increased; the numbers of women holding executive positions, COOs and even CEO positions have improved. Women hold 15% of the executive posts on boards in Fortune 500 companies. The advances for black women however, are not evident. The Huffington Post reported that black women held just 1.9 percent of board seats in Fortune 500 companies compared to the 12.7 percent for white women. Thus despite the so-called gains for women, black women have not seen such gains. In reality black women are facing greater obstacles to corporate success and are susceptible to harsher penalties than other organizational leaders when they fail. Black women, as a fair amount of recent research has demonstrated, are suffering due to “double jeopardy”, being neither white nor male. Professors Ashleigh Rosette of Duke University's Fuqua School of Business and Robert Livingston of Northwestern University's Kellogg School of Management found that black women whose companies were failing were viewed more critically than their underperforming white or male counterparts. In the television game show, “Jeopardy” contestants can typically anticipate facing “double jeopardy” with hopes of doubling their winnings. However “double jeopardy” in the workplace can evoke anxiety and dread. For black women, and other women of color, the term “double jeopardy” connotes a set of conflicting expectations and pressures that may be created when one is considered to have simultaneous membership in two minority groups. For black women the “double jeopardy” arises

from being neither white nor male. Similar struggles were found for women across all racial and ethnic groups. How can majority and minority women help reduce the anxiety and dread that may be evoked when faced with “double jeopardy”? Women can seek to empower other women, speaking out and acting out against the potential threats of “double jeopardy”. Women have held both the power to and the responsibility for empowering each other. Similar to the notion held by many in the “minority”, the belief that “united we stand, divided we fall” is a mantra that women of all colors may need to adopt. Women realize we are all subject to some form of “double jeopardy”, “double bind”, “dual burden”, or as sometimes labeled, “interactive discrimination”, be it a woman that is black, a woman that is a mother, a woman that is older, a woman that is younger, a woman that is single, a woman —fill in the “that is.” Women have the power and capacity, the responsibility and obligation, to empower each other. I remember



Sources:  
<http://www.catalyst.org/media/catalyst-2012-census-fortune-500-no-change-women-top-leadership>  
<http://events.leagueofblackwomen.org/>

Gorena, M. (1996). Hispanic in higher education administration: Factors that positively influence or hinder advancements to leadership positions. Paper presented at an annual meeting of the American Educational Research Association, April 8-12, New York, NY.  
[http://www.huffingtonpost.com/2012/09/12/black-women-leaders-face-double-jeopardy-criticism-leadership-roles\\_n\\_1879254.html](http://www.huffingtonpost.com/2012/09/12/black-women-leaders-face-double-jeopardy-criticism-leadership-roles_n_1879254.html)  
<http://events.leagueofblackwomen.org/member-resources/research-fostering-the-leadership-potential-of-black-women/>

### UPCOMING EVENTS

MARK YOUR CALENDARS!  
THE FOLLOWING EVENTS  
ARE SPECIFICALLY FOR  
THE ADVANCING WOMEN  
MENTORING PROGRAM THIS  
SEMESTER:

SMART START WORKSHOP  
TUESDAY, FEBRUARY 26, 2013  
1-4 PM, CE 148

END OF THE YEAR  
CELEBRATION  
WEDNESDAY, APRIL 23, 2013  
11:30 - 1:00 PM, CE 307



serving on a hiring committee where one of the candidates was a woman, a woman of color and younger than all of the male applicants. Although my esteemed colleagues expressed politically correct and appropriate concerns about the female candidate, the elephant in the room was weighty. It was an opportunity for me to act, to exert my power and meet my responsibility, to empower another woman facing the threat of “double jeopardy” through speaking out. Thus, with as much political correctness that I could muster, I attempted to dispel the unjustified (albeit unlabeled) concern about the woman of color who was younger; to bring down the heavy elephant. It felt good.

In addition to helping women reduce the anxiety and dread evoked when faced with “double jeopardy” by empowering other women, we can also take every opportunity to highlight the advantages of a diverse workforce. In a report released by the League of Black Women Global Research Institute, 75 percent of corporate executives believed that having minorities in senior level positions enables innovation and better serves a diverse customer base. Some corporate leaders have begun to understand the advantages of workforce diversity in helping the organization establish a competitive edge. Women-centered organizations such as Catalyst are working with companies to diversify their workforce and providing research data that support the advantages of a diverse workforce.

For me, I will continue to accept and act upon my power and responsibility to empower other women and highlight the advantages of a diverse workforce. In addition, I choose to approach my “double jeopardy” with this thought: recognize the potential burden of “double jeopardy”, but act based on the potential for doubling my winnings!

“Insight, I believe, refers to the depth of understanding that comes by setting experiences, yours and mine, familiar and exotic, new and old, side by side, learning by letting them speak to one another.”

Mary Catherine Bateson.

## Data on Women of Color at Work

by Kathleen Grove, Director,  
IUPUI Office for Women

The Institute for Women’s Policy Research released data in September 2012 showing that a greater “wage gap” exists for women of color whether compared to men of color or white men:

Race and ethnicity	Women's Earnings as % of Men's Earnings	Women's Earnings as % of White Men's Earnings**
All races	77.0%	NA
White only, not Hispanic	77.1%	77.1%
Black/African American only	84.8%	64.0%
Asian American only	74.2%	78.1%
Hispanic or Latino (any race)	91.1%	55.5%

Source: Institute for Women’s Policy Research Compilation of Current Population Survey 2011: Table PINC-05. Work Experience in 2011--People 15 Years Old and Over by Total Money, Earnings in 2011, Age, Race, Hispanic Origin, and Sex. (Retrieved September 12, 2012 from [http://www.census.gov/hhes/www/cp-stables/032012/perinc/pinc05\\_000.htmz](http://www.census.gov/hhes/www/cp-stables/032012/perinc/pinc05_000.htmz))



## Occupations

Data from the US Department of Labor also shows that fewer women of color are employed at management or professional levels:

“In 2011, employed Asian and White women were more likely than other women to work in management, professional, and related occupations—44 percent of Asian women and 42 percent of White women. By contrast, 34 percent of employed Black women and 25 percent of employed Hispanic women worked in this occupational group. Among employed women, 63 percent of Hispanics worked in either service occupations or sales and office occupations, compared with about 59 percent of Blacks, 52 percent of Whites, and 48 percent of Asians.”

Source: Labor Force Characteristics by Race and Ethnicity, 2011, U.S. Department of Labor  
Hilda L. Solis, Secretary, U.S. Bureau of Labor Statistics, John M. Galvin, Acting Commissioner, August 2012, Report 1036

## Entrepreneurship

10.1 million firms are owned by women (50% or more), employing more than 13 million people, and generating \$1.9 trillion in sales as of 2008. 1.9 million firms are majority-owned (51% or more) by women of color in the U.S. These firms employ 1.2 million people and generate \$165 billion in revenues annually.\*

African-American women:

As of 2008, there were an estimated 650,309 majority-owned, privately-held firms owned by African-American women in the U.S., and they generated almost \$26 billion in sales. \*\*

Latinas:

As of 2008, there were an estimated 642,458 majority-owned, privately-held firms owned by Latinas in the U.S., and they generated \$45 billion in sales. \*\*



Asian-American women:

As of 2008, there were an estimated 496,413 majority-owned, privately-held firms owned by Asian-American women in the U.S., and they generated over \$86 billion in sales. \*\*

Native American and Alaska Native women:

As of 2008, there were an estimated 100,453 majority-owned, privately-held firms owned by Native American and Alaska Native women in the U.S., and they generated \$6.6 billion in sales. \*\*

Native Hawaiian and Pacific Islander Women:

As of 2008, there were an estimated 12,922 majority-owned, privately-held firms owned by Native Hawaiian and Pacific Islander women in the U.S., and they generated \$9.9 million in sales \*\*

Source: Labor Force Characteristics by Race and Ethnicity, 2011, U.S. Department of Labor  
Hilda L. Solis, Secretary, U.S. Bureau of Labor Statistics, John M. Galvin, Acting Commissioner, August 2012, Report 1036

## Board Membership

2010 Board Membership for Fortune 100 companies: White Men - 69.9%, Minority Men - 12.1%, Minority Women - 3.4%, White Women - 14.6%

2010 Board Membership for Fortune 500 companies: White Men - 74.5%, Minority Men - 9.9%, Minority Women - 3%, White Women - 12.7%

Source: Missing Pieces: Women and Minorities on Fortune 100 Boards—2010 Alliance for Board Diversity Census “Reprinted with permission from Catalyst, The Prout Group, The Executive Leadership Council, the Hispanic Association on Corporate Responsibility, and

Leadership Education for Asian Pacifics, Inc.”

“Fear of difference is fear of life itself.”

M.P Follet



“Our lives begin to end the day we become silent about things that matter.”

Dr. Martin Luther King, Jr.