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 list 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 contributions 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 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.

Heidi Tandy

“Stronger Together: Diversity and Social Justice”

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 being held to higher standards and harsher penalties than their 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 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 aid 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 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 aid 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 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”.

“Stronger Together: Diversity and Social Justice”

Hilary Rodam Clinton

Sources:
http://events.leagueofblackwomen.org/member-resources/research-fostering-the-leadership-poten
tial-of-black-women/
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http://www.catalyst.org/media/catalyst-2012-census-fortune-500-no-change-women-top-leadership
http://www.huffingtonpost.com/2012/08/12/black-women-leaders-face-double-jeopardy-criticism-leader
ship-roles_n_1879254.html
http://events.leagueofblackwomen.org/member/resources/research-fostering-the-leadership-poten
tial-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 327

January 2013
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 as 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’s Global Research Institute, 75 percent of corporate executive belief 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 provide an opportunity to highlight the advantages of workforce diversity.

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**Data on Women of Color at Work**

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

<table>
<thead>
<tr>
<th>Race and ethnicity</th>
<th>Women’s Earnings as % of Men’s Earnings</th>
<th>Women’s Earnings as % of White Men’s Earnings</th>
</tr>
</thead>
<tbody>
<tr>
<td>All races</td>
<td>77.0%</td>
<td>NA</td>
</tr>
<tr>
<td>White, not Hispanic</td>
<td>77.1%</td>
<td>77.1%</td>
</tr>
<tr>
<td>Black/African American only</td>
<td>64.0%</td>
<td>64.0%</td>
</tr>
<tr>
<td>Asian American only</td>
<td>74.2%</td>
<td>74.1%</td>
</tr>
<tr>
<td>Hispanic or Latinx (any race)</td>
<td>59.1%</td>
<td>55.5%</td>
</tr>
</tbody>
</table>


**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 32 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.”


**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 $962 billion in revenues annually.

**Afro-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 642,438 majority-owned, privately-held firms owned by Latinas in the U.S., and they generated $42 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 1,453 majority-owned, privately-held firms owned by Native American and Alaska Native women in the U.S., and they generated over $6.6 billion in sales.

**Native Hawaiian and Pacific Islander women:**

As of 2008, there were an estimated 12,522 majority-owned, privately-held firms owned by Native Hawaiian and Pacific Islander women in the U.S., and they generated over $9.9 million in sales.

**Board Membership**

2010 Board Membership for Fortune 500 companies:

White Men - 60.9%, Minority Men - 12.1%, Minority Women - 4.8%, White Women - 14.6%

2010 Board Membership for Fortune 100 companies:

White Men - 74.5%, Minority Men - 12.1%, 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 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