

# Black Women Talk About Workplace Stress and How They Cope

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J. Camille Hall<sup>1</sup>, Joyce E. Everett<sup>2</sup>,  
and Johnnie Hamilton-Mason<sup>3</sup>

## Abstract

Black women face the same struggles as White women; however, they have to face issues of diversity on top of inequality. The purpose of this study was to explore work-related stressors that affect the lives of Black women and how they cope with them. Using an exploratory design with grounded-theory methods, five basic themes emerged that identify when racism and sexism are experienced as stressors for African American women in the workplace. The themes are: (1) being hired or promoted in the workplace, (2) defending one's race and lack of mentorship, (3) shifting or code switching to overcome barriers to employment, (4) coping with racism and discrimination, and (5) being isolated and/or excluded. The results from this study indicate African American women use emotion- and problem-focused coping responses to manage stress (e.g., racism and sexism) in the workplace. The article concludes with a discussion of practice implications of these findings.

## Keywords

racism, sexism, Black women, stress, coping responses

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# Black Women Do They Cope Better

**Molefi Kete Asante, Maulana Karenga**

## **Black Women Do They Cope Better:**

Black Women, Do They Cope Better? Lena Wright Myers, 1991      African Americans Doing Feminism Aaronette M. White, 2012-02-01 How might ordinary people apply feminist principles to everyday situations How do feminist ideas affect the daily behaviors and decisions of those who seek to live out the basic idea that women are as fully human as men This collection of essays uses concrete examples to illuminate the ways in which African Americans practice feminism on a day to day basis Demonstrating real life situations of feminism in action each essay tackles an issue such as personal finances parenting sexual harassment reproductive freedom incest depression and addiction or romantic relationships and articulates a feminist approach to engaging with the problem or concern Contributors include African American scholars artists activists and business professionals who offer personal accounts of how they encountered feminist ideas and are using them now as a guide to living The essays included reveal how feminist principles affect people's perceptions of their ability to change themselves and society because the personal is not always self evidently political      **Black Feminist Thought** Patricia Hill Collins, 2002-06-01 In spite of the double burden of racial and gender discrimination African American women have developed a rich intellectual tradition that is not widely known In *Black Feminist Thought* Patricia Hill Collins explores the words and ideas of Black feminist intellectuals as well as those African American women outside academe She provides an interpretive framework for the work of such prominent Black feminist thinkers as Angela Davis bell hooks Alice Walker and Audre Lorde The result is a superbly crafted book that provides the first synthetic overview of Black feminist thought

*Women's Growth in Diversity* Judith V. Jordan, 1997-03-15 Essays discussing women's psychological development examine the experiences of women from diverse backgrounds      **Women, Power, and Ethnicity** Patricia S.E. Darlington, Becky Michele Mulvaney, 2014-06-03 Powerful women aren't just men walking around in dresses As women continue to assume positions of social leadership in increasing numbers the dynamics of the social construction of power need to be examined Have women adopted traditionally male patterns of behavior in an effort to gain and maintain power in business industry politics academics etc And if not what kind of power are women practicing The authors of *Women Power and Ethnicity Working Toward Reciprocal Empowerment* endeavored to find out by conducting a research study on how women from various racial and ethnic backgrounds compare and contrast the attributes associated with existing power paradigms traditional empowerment personal authority with an alternate model of power reciprocal empowerment Reciprocal empowerment is a discursive and behavioral style of interaction grounded in reciprocity initiated by people who feel a sense of personal authority Reciprocal empowerment enables people with mutual self interests to rise above obstacles based on social and political structures and to use personal authority to discuss and act on issues openly and honestly in order to effect change Using a qualitative methodology *Women Power and Ethnicity* includes the results of surveys and interviews with women from seven different ethnic groups in the United States to determine if the concept or reciprocal empowerment

resonates with them The answer Yes Women Power and Ethnicity is organized by surveys and interview findings on women from seven cultural groups living in the United States African Asian Caribbean European Latin Middle Eastern Native American Each chapter includes analyses of ethnographic findings surveys and interviews concise historical information effects of immigration where applicable tables and diagrams direct quotes and much more Women Power and Ethnicity examines women s attitudes toward power in several social forums home job religion politics and society in general The book is an essential resource for teachers and students of communication studies women studies gender studies ethnic studies and social sciences

Feminism and "race" Kum-Kum Bhavnani,2001 The past two decades have seen the incursion of feminist thought into many academic areas Within the academy feminist approaches have gained some legitimacy and yet simultaneous with these disciplinary advances there have been charges of racism directed at feminist scholarship and practice These charges have resulted in feminist work continuously reshaping itself This volume represents the strength as well as diversity of writings which discuss race and feminism showing how these two areas usually considered to be distinct and therefore discrete from each other have developed Feminism and Race includes articles spanning a number of disciplinary areas such as history literary analysis sociology and psychology and provides a history of how second wave feminisms have negotiated race as well as suggesting what future directions these debates may take

**Diversity and Complexity in Feminist Therapy** Maria P P Root,Laura Brown,2014-06-03 Diversity and Complexity in Feminist Therapy is an unprecedented new book that focuses on incorporating appreciating and building on the differences among women Multicultural in content and authorship this intellectually and emotionally stimulating volume breaks new ground in the development of theory in feminist therapy Chapters run the gamut from highly theoretical works that challenge us to examine the validity of current male Western psychological theories to the very personal story of one woman s struggle with oppression and her respect for the differences between her experiences of oppression and other women s experiences You will also find provocative creative and diverse chapters that address women s development as it relates to their ethnic religious socioeconomic sexual and age differences The one pervasive truth throughout this unique book is that feminist therapy must be based on the experiences of all women in order to be truly representative of women in the United States Diversity and Complexity in Feminist Therapy is a first step in moving feminist therapy to a more inclusive global perspective and back into a more political and activist stance against the oppression that we all want to defeat more from mq introduces feminist therapists and other interested feminist behavioral scientists to an anti racist and multicultural perspective on feminist therapy both at the level of theory and practice This volume is unique in several ways One of them is in the emphasis on the development of a theoretical model for feminist therapy While much has been and continues to be written about applications of feminist therapy theory building has been neglected This volume focuses on the necessity of taking an explicitly anti racist and multicultural perspective for such theory to be truly feminist A second unique aspect very close and

detailed attention to feminist therapy practice with people of color both within and outside of US culture While this issue has been addressed in a piecemeal fashion elsewhere or has been addressed primarily by activists challenging racism within feminist therapy this volume offers the work of feminist therapists themselves applying feminist analyses and principles Volume is also unique in the degree to which its author represent a diverse group within feminist therapy This volume is not only multicultural in its intent but also in its creation HPP Diversity and Complexity in Feminist Therapy is an unprecedented new book that focuses on incorporating appreciating and building on the differences among women Multicultural in content and authorship this intellectually and emotionally stimulating volume breaks new ground in the development of theory in feminist therapy Chapters run the gamut from highly theoretical works that challenge us to examine the validity of current male Western psychological theories to the very personal story of one woman's struggle with oppression and her respect for the differences between her experiences of oppression and other women's experiences You will also find provocative creative and diverse chapters that address women's development as it relates to their ethnic religious socioeconomic sexual and age differences The one pervasive truth throughout this unique book is that feminist therapy must be based on the experiences of all women in order to be truly representative of women in the United States Diversity and Complexity in Feminist Therapy is a first step in moving feminist therapy to a more inclusive global perspective and back into a more political and activist stance against the oppression that we all want to defeat

African American Behavior in the Social Environment J. Camille Hall, Stan L. Bowie, 2013-10-18 An essential text to help to understand human behavior and the processes that guide human adaptation Social workers and therapists need to assess the full range of aspects of their client problems such as socioeconomic status academic achievement parental incarceration psychopathology and other risks African American Behavior in the Social Environment New Perspectives explores the latest empirical and theoretical findings of human behavior and resiliency in African American individuals families and communities Leading scholars provide unique insights into African American mental health gender relations family interactions and dynamics inequality poverty the balance between work and family and nontraditional families This important text discusses in detail the importance of understanding the processes that guide human adaptation and understanding the dynamics of how particular ethnic groups cultures and people use resources to adapt to certain circumstances that can be useful in assessment and treatment African American Behavior in the Social Environment New Perspectives presents the analysis and research of several individuals in order to provide an understanding of how the concept of protective factors racial identity and racial socialization has been approached the direction their insights have taken them and the results of exploring the dynamics of African American behavior in relationship to environments Research discussed in African American Behavior in the Social Environment New Perspectives include socioeconomic status health disparity the impact of having incarcerated parents academic achievement gap kinship ties leadership development race identity and socialization suicide among African American adolescents Black

churches impact in HIV AIDS prevention culturally relevant mental health services gender and sexuality issues policy and practice and much more African American Behavior in the Social Environment New Perspectives is an invaluable resource for counselors marriage and family therapists educators and students in African American studies

**Women, Knowledge, and Reality** Ann Garry, Marilyn Pearsall, 2015-07-17 This second edition of Women Knowledge and Reality continues to exhibit the ways in which feminist philosophers enrich and challenge philosophy Essays by twenty five feminist philosophers seventeen of them new to the second edition address fundamental issues in philosophical and feminist methods metaphysics epistemology and the philosophies of science language religion and mind body This second edition expands the perspectives of women of color of postmodernism and French feminism and focuses on the most recent controversies in feminist theory and philosophy The chapters are organized by traditional fields of philosophy and include introductions which contrast the ideas of feminist thinkers with traditional philosophers The collected essays illustrate both the depth and breadth of feminist critiques and the range of contemporary feminist theoretical perspectives

**Black Popular Culture and Social Justice** Lakeyta M. Bonnette-Bailey, Jonathan I. Gayles, 2023-02-21 This volume examines the use of Black popular culture to engage reflect and parse social justice arguing that Black popular culture is more than merely entertainment Moving beyond a focus on identifying and categorizing cultural forms the authors examine Black popular culture to understand how it engages social justice with attention to anti Black racism Black Popular Culture and Social Justice takes a systematic look at the role of music comic books literature film television and public art in shaping attitudes and fighting oppression Examining the ways in which artists scholars and activists have engaged discussed promoted or supported social justice on issues of criminal justice reform racism sexism LGBTQIA rights voting rights and human rights the book offers unique insights into the use of Black popular culture as an agent for change This timely and insightful book will be of interest to students and scholars of race and media popular culture gender studies sociology political science and social justice

The Feminist Standpoint Theory Reader Sandra G. Harding, 2004 First Published in 2004 Routledge is an imprint of Taylor Francis an informa company

**Handbook of Black Studies** Molefi Kete Asante, Maulana Karenga, 2006 Publisher Description

**Law, Culture, and Africana Studies** Jr. Conyers, 2017-09-04 Ever since the first contacts between Europe and Africa African people have been confined to the fringes of Eurocentric experience in the Western mind Much of what we have studied in African history and culture or literature and linguistics or politics and economics has been orchestrated from the standpoint of Europe s interests Whether it is a matter of economics history politics geographical concepts or art Africans have been seen as peripheral This volume reviews the past in order to evaluate the present and move ahead with appropriate policies for the future The authors focus on issues of affirmative action legal culture theories of black culture and methodologies of scholarly work in Africana studies Contents include Cecil Blake The Culture Nexus Construct in Africana Studies Ronald Turner On Palatable Palliative and Paralytic Affirmative Action Grutter Style Winston A Van Horne Three Concepts of

Legitimacy Robert E Weems Jr Africana Studies and the Quest for Black Economic Empowerment What Can be Done Ula Y  
 Taylor Elijah Muhammad s Nation of Islam Separatism Regendering and a Secular Approach to Black Power after Malcolm X  
 Lewis R Gordon Must Revolutionaries Sing the Blues Thinking through Fanon and the Leitmotif of the Black Arts Movement  
 Delores P Aldridge Race Gender and Africana Theorizing and James L Conyers Biography and Africology Method and  
 Interpretation The volume concludes with reviews of significant recent scholarship on black history and culture Law Culture  
 and Africana Studies will have particular interest for scholars in the fields of American and European studies cultural studies  
 history sociology and specialists in African American studies      Words of Fire Beverly Guy-Sheftall, 2011-07-26 In this  
 pathbreaking collection of articles Dr Beverly Guy Sheftall has taken us from the early 1830s to contemporary times Only  
 since the seventies have black women used the term feminism And yet it is that concept that she uses to bring into the same  
 frame the ideas and analyses of Maria Stewart Sojourner Truth and Frances W E Harper of the early nineteenth century and  
 the work of women such as the late Audre Lorde Barbara Smith and bell hooks who stand on the threshold of the twenty first  
 century She has refused to cut off contemporary African American women from the long line of sisters who have righteously  
 struggled for the liberation of African American women from the dual oppressions of racism and sexism From the epilogue by  
 Johnnetta B Cole President Spelman College The indefatigable Beverly Guy Sheftall has put together a breathtaking sweep of  
 African American feminist thought in one indispensable volume Elizabeth Spelman Professor of Philosophy Smith College

**Feminist Foundations** Kristen A. Myers, Cynthia D. Anderson, Barbara J. Risman, 1998-03-10 There can be no doubt that  
 feminism and its influence on the academy has wrought enormous changes on the social sciences in general and sociology in  
 particular This edited volume is an outgrowth of a discussion that began on the Sociologists for Women in Society Listserv  
 in which participants were asked to talk about key pieces in feminist scholarship that had particularly influenced their  
 sociological thinking Editors Kristen A Myers Cynthia D Anderson and Barbara J Risman have chosen articles that fall into  
 what they consider the intellectual genres that compose feminist sociology This collection differs from others because the  
 editors avoid organizing material by substantive specialty areas i e family race and ethnicity criminology or methods Their  
 vision instead sees sociology as an integrated discipline where feminist contributions have systematically influenced the  
 shape of the whole by similarly influencing the distinct parts In addition to simply compiling a comprehensive list of  
 important articles from the last two decades the editors have invited major feminist scholars to comment and reflect on the  
 articles in each section of the book These reflections help provide the historical and social context in which feminist  
 scholarship has taken place This book will be of obvious appeal to feminist scholars and gender sociologists Yet as feminist  
 thought rightfully takes its place away from the margins and toward the center of the discipline this book stands as a rich  
 and useful resource for any contemporary theory course      **Out of the Revolution** Delores P. Aldridge, Carlene  
 Young, 2000-11-01 The introduction of Black studies programs into institutions of higher education was a direct response to

the mandate for change at all levels that characterized the civil rights movement and the social rebellions of the 1950s and 1960s In *Out of the Revolution* Delores P Aldridge and Carlene Young collect thirty one of the nation s top scholars to provide a complete reference for understanding the impetus for the development of and future considerations for the discipline of Africana studies Topics addressed include epistemological considerations humanistic perspectives the role of bureaucracy and the academic institution the social psychological political and economic dimensions the position of black women in the field and how the discipline has empowered the black student This invaluable resource for educators and students alike concludes with a look at graduates in Africana studies and their careers and a discussion of the future of the field     **A**

**Theory of African American Offending** James D. Unnever, Shaun L. Gabbidon, 2011-03 This book argues that a theory of crime specific to the African American experience is justified by qualitative and quantitative data not just because of the disproportionately higher percentage of African Americans in the U S population who are offenders but also because of the vastly higher percentage of Black Americans who are non offenders     **Africana Studies** James L. Conyers, 1997 Known

variously as African studies black studies African American studies Afro American studies and Africology the academic study of the African diaspora as a holistic discipline is a relatively new phenomenon University programs have been created with reference to a disciplinary matrix retarding the development of appropriate theory and methods throughout Africana studies Fifteen leaders in the field of Africana studies provide the conceptual framework for establishing the field as a mature discipline The focus is on four basic areas administration and organizational structure disciplinary matrix Africana womanism and cultural aesthetics The work examines both the theory and the method of scholars in African and African diaspora studies     **Surviving the Academy** Danusia Malina, Sian Maslin-Prothero, 2003-09-02 This text brings together writing and

research on feminist experience in academia It covers issues such as provision of care maternalism in the academy and dynamics of interaction between women in higher education There are challenging and provocative analyses of many questions how large is the gap between rhetoric and reality in HE institutions how do institutions behave towards disabled staff how far is stereotyping still affecting the roles which women play in academia what do women face when they combine motherhood with teaching or studying coping mechanisms and survival tactics are brought under scrutiny and the effect these have on the behaviour of female academics and their interactions with the institution of each other This text should provide insight and evidence for researchers to further develop their own theories and also many starting points for those wishing to undertake their own research Written in collaboration with the Women in Higher Education Network     **Civil Rights Digest** , 1972



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### **Black Women Do They Cope Better Introduction**

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