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***Resilience in the Face of Adversity : African American Women's
Experiences of Discrimination***

**A Dissertation Presented in Partial Fulfilment for the Requirements of a
Master's Degree in
Literature and Interdisciplinary Approaches.**

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Abstract

Discrimination against African-American women is a widespread and long-standing issue with far-reaching consequences for their lives, well-being, and opportunities for advancement and achievement. Throughout history, African-American women have faced many forms of discrimination, some more subtle than others. These forms of discrimination have significantly shaped their experiences and limited their potential for their growth. This dissertation aims to explore the challenges posed by discrimination against African-American women by shedding light on its historical context, the various types of discrimination they face, and understanding its deep impact on their physical and psychological health, as well as the strategies used to cope with it. The findings reveal that African-American women face different forms of discrimination, which has important physiological and psychological impacts. They employ assimilation and resistance coping methods to navigate discrimination. By exploring these elements, we can promote a stronger sense of understanding and empathy and inspire positive changes toward a more welcoming society in which African-American women can succeed without the burdens of discrimination.

Key words : - Racism. - Discrimination. - African American Women

- Coping. mechanisms - Stereotyping - Physiological and psychological impact

Dedication

I wholeheartedly dedicate this study to my beloved parents, who have been an abundant source of inspiration. Your endless love, sacrifices, and unwavering belief in my potential have propelled me forward, even during the most challenging moments.

To every member of my family who provided guidance, offered invaluable advice, and never ceased to encourage me throughout this research paper, I express my heartfelt gratitude.

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List of Acronyms

KKK :	Ku Klux Klan
CRM :	Civil Right Movment
US :	The United States
AP :	Advanced Placement
CVD :	Cardiovascular disease
PTSD :	Post-traumatic stress disorder
NASA :	National Aeronautics and Space Administration
STEM :	The Science, Technology, Engineering, and Mathematics
CEO :	Chief Executive Officer
PEC :	President's Export Council

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General Introduction

Racism, a persistent and widespread issue in society, has had a profound impact on the lives of individuals and communities throughout history. From the era of colonization, when European powers built up colonies and promoted the ideology of racial superiority, to the Jim Crow era in the United States and following the civil rights movement, racism has been present in different forms, perpetuating systemic inequalities and marginalizing racial minority groups. During the era of colonization, when European powers founded colonies, they believed in their superiority over indigenous peoples, which led to their mistreatment, abuse, persecution, and dehumanization. This belief system justified discrimination and allowed colonists to maintain control over colonial peoples. Moreover, racism can be observed in both systematic forms, such as institutions, and in individual attitudes and acts. It has a broad impact on many aspects of life, including education, employment, healthcare, and social interactions.

While racism affects people of all races, it is critical to acknowledge that discrimination against African-American women is a specific and complex manifestation of a larger problem. Throughout history, African American women have endured significant challenges due to the intersection of racial and gender biases. Discrimination they face can be seen in different ways, including explicit racism as well as subtle and systemic biases. They may be subjected to racial stereotypes that limit their opportunities and undermine their achievements. This discrimination impacted not just their social and economic well-being but also their mental and emotional health. African American women showed strength and determination in the face of adversity and hardship, adopting different coping mechanisms and advocating for changes in society.

To explore these complexities, the following research questions will guide this dissertation :

- Does racial discrimination persist against African American women in the present day ?

If yes :

➤ What are the various types of discrimination that African American women face, and did they have long-term effects on their lives and well-being?

- How do African American women navigate and cope with discrimination ?

In this regard, the core hypotheses assume that African American women are still subjected to different forms of discrimination nowadays, including but not limited to stereotyping,

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exclusion, tokenism, and double jeopardy. These forms have an important impact on their mental and physical health, socio-economic opportunities, and overall quality of life. Moreover, It is hypothesized that some African American women may adopt assimilation coping strategies, such as code-changing or conforming to societal standards, to minimize the impact of discrimination and improve their social acceptance. Other African American women may engage in resistance coping strategies, such as activism, advocacy, or asserting their identity and rights.

To answer the research questions and test the hypotheses, the study is divided into three chapters. The first chapter delves into the historical background of racism, exploring the origins and historical factors, such as slavery, segregation, and systemic racism, that led to the development of discriminatory practices and attitudes towards African American women.

The second chapter explores various types of discrimination faced by African American women, such as stereotyping, exclusion, tokenism, and double jeopardy, and how these types impact their physiological and psychological well-being. Additionally, it investigates the coping mechanisms used by African American women to navigate and overcome the challenges posed by discrimination, such as assimilation and resistance strategies.

The third chapter presents different case studies that shed light on the real-life experiences of African American women in the face of discrimination, highlighting the unique challenges they encounter and the different ways in which they navigate and respond to discrimination.

Chapter1: White Supremacy and Racial Discrimination

Introduction

Racism has been a major issue in the United States all through history. The nation was founded on the ideas of liberty and equality, which were not extended to people of color for much of its history. The enslavement of African Americans had a significant part in the creation of the country, and the legacy of slavery continues to have an important influence on race relations in the United States. African Americans endured a long history of discrimination and segregation after slavery was abolished, including Jim Crow laws and other forms of systematic racism.

Although the civil rights movement (CRM) of the 1950s and 1960s made a progress in reducing racial inequality, racism remains a major concern in the United States. Many people of color continue to face discrimination in education, work, and other areas of their lives, and they are frequently the victims of hate crimes and other types of violence.

This chapter gives a historical overview of racism in the US, following its development from the colonial period to the present. It examines how racism has been ingrained in American institutions and culture as well as the history of slavery and segregation.

1- Definition of Race, Racism and White Supremacy

In order to define racism, it is necessary to define race first. Since the late 16th century, race has been used in the English language as a term of classification for human beings, similar to other terms such as type, sort, or kind. During the 18th century, the English colonists used race as a way of sorting and ranking the civilians in their colonies, including the Europeans who considered themselves free, the Amerindians (American Indian) who had conquered them, and Africans who had been brought in as slaves. Moreover, the concept of race was developed early on in its history to justify the institution of forced labor, particularly the enslavement of blacks, which was foundational to its economic system of capitalism. ¹ (Kendi 81)

In their article "Race, ethnicity, and pain," Edwards, C. L., Fillingim, R. B., and Keefe defined race as a group of people that are distinguished by their ancestry and physical

¹ Capitalism is an economic system characterized by private ownership of the means of production and distribution of goods and services for profit in a competitive market.

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characteristics. In most cases, race is used to differentiate a population based on blood, common descent, or heredity (Caucasian race, Mongoloid race, etc.), and biological disposition is an important component. Over the centuries, medicine, philosophy, and other disciplines have debated the utility of race.

On the other hand, racism according to Oxford Dictionary is :

- 1- the unfair treatment of people who belong to a different race; violent behaviour towards them
- 2- the belief that some races of people are better than others, or a general belief about a whole group of people based only on their race.

According to Webster , this term is defined as:

- 1- “Racism is usually used to refer to a type of prejudice in which a person feels that their own "race" is superior to others. This usually appears as the feeling that people of various skin colors, particularly darker skin colors, are inferior physically, cognitively, ethically, and/or culturally, and that one should brutalize and discriminate against them as a result. Such a belief generally encourages the idea that white people are "the default"—that whiteness is "normal" and people of other looks are "different" (and "inferior").

"Racism is also used to refer to a form of oppression based on prejudice that is seen to be ingrained in the fabric of society and its institutions, resulting in continual maltreatment and injustice in a variety of forms. This is frequently referred to as "institutional racism" or "structural racism." These expressions suggest that such racism is supported by laws, policies, practices, and organizations, as well as the people who maintain them.

- 2- “Race is best described as a socially constructed identification category based on physical trait, ancestry, historical ties, or common culture.”

Hence, based on the previous definitions, racism is the belief that one race or ethnicity is superior to another, it manifests itself through acts, words, or perceptions that lead to discrimination, prejudice, or hatred toward individuals or groups of people based on their perceived racial identity.

Racism is the manifestation of white supremacy, it is how white supremacy shows up as an ideology. So what is white supremacy?

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Even though, sociologists describe white supremacy as an ideology that values whiteness more than any other culture, however, originally the term “white supremacy” was to describe blatant racist actions and organizations, such as the Ku Klux Klan (KKK)² (See Appendix 1), that express their intentions and beliefs that white people should maintain and expand their political and cultural power

2- Racial Discrimination in US History (The Pre-Civil War Era to Present Day)

Racial discrimination has been a defining feature of American history, From slavery and Jim Crow laws to modern-day forms of systemic racism, the legacy of racial discrimination continues to impact American society today.

2.1. Duality of “Race” and “White”

For centuries, the concept of slavery has always been present. The word "slave" appears in the Hebrew Bible and in ancient civilizations such as ancient Egypt, ancient Greek civilization, and ancient Rome, as well as throughout other periods. Regardless of whether they were slaves or not, many cultures allowed enslaved people to socialize, marry, earn money, and potentially buy their freedom later on. Furthermore, it was uncommon for people with darker skin, such as those from Africa, to be enslaved because of their skin color.

On the other hand, from 1550 to 1600, the term "white" did not hold the same meaning as we know it nowadays; the word was mainly used to refer to English aristocratic women, whose whiteness of skin was a reflection of their high social class and lack of labor. It was not until the mid-17th century that the concept of "whiteness" made its appearance, European colonists began using the term "white" to refer to people that looked like themselves. As this concept evolved, the category of "white" would expand as Europeans wanted to push back against the growing number of colored people.(Baptist 135)

2.2. Historical Evolution of Racism (15th C – 20th C)

Through maritime and geographical discoveries in the 15th century, Europeans were able to discover America, distant parts of Asia, and Africa. As they explored new places, they encountered cultures and societies very different from their own in terms of physiology, culture,

² The Ku Klux Klan is a private terrorist organization formed soon after the end of the American Civil War. It has used intimidation, violence, and murder to preserve white supremacy in Southern government and social life.

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and social characteristics. Later on, these Europeans settled in the area and lived among the locals. However, these people have been marginalized and categorized according to their racial traits by European. This racial categorization of people was created to justify slavery at that period of time (Smedley, 283). Although the idea of race did not directly lead to slavery, it did contribute to its spread.

In 1619, the São João Bautista, a Portuguese slave ship (See appendix 3), sailed across the Atlantic Ocean filled with human cargo: captured Africans from Angola, in southwestern Africa. A group of "20 and odd" Angolans were brought to Virginia and sold to English colonists. These Africans were stripped of their human rights and were enslaved as chattel, an enslavement that lasted over two centuries (Elliot). The São João Portuguese slave ship is an example of the ships that were used in the transatlantic slave trade, in which European countries, including Portugal, forcibly transported millions of enslaved Africans to work in the Americas and the Caribbean. According to the church, slavery was God's will, and science "established" that blacks were a less developed subspecies of the human race (Rae). Furthermore, slavery became increasingly important to the South's economy after the introduction of the cotton gin in 1793.

In the mid-nineteenth century, a growing anti-slavery movement in the North, along with America's westward expansion, sparked a national discussion about slavery that indirectly led to the American Civil War (1861-65), and as a result of the Union³ victory, the four million enslaved slaves were freed. Following the Civil War, African Americans had a period of freedom under the protection of the Thirteenth, Fourteenth, and Fifteenth Amendments to the Constitution and the Civil Rights Act of 1866, which allowed them to vote, participate in the political process, seek employment, use public accommodations, and even more. It was not long before white Southerners started eradicating black people's newfound freedom. To them, blacks were to be returned to their slave status, as they were before the war, and to do that "legally" new "impartial and fair" laws for all races were established. However, these laws were only made to enforce white supremacy and to repress black people. At first these laws were called Black code, but because of their false nature, they were later called the Laws of Jim

³ Refers to the group of states that remained loyal to the federal government of the United States and fought against the secessionist Confederacy. The Union consisted of 23 states

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Crow⁴. Jim Crow laws were created in response to Reconstruction and were founded on the theory of white supremacy.

Regardless of the African Americans' resistance and legal actions to defend their rights, it went all in vain when the Supreme Court ruled in the Plessy v. Ferguson ⁵case that separate but equal facilities were constitutional. From this time until the Civil Rights Act ⁶of 1964, horrific violence, political disfranchisement, economic discrimination, and segregation were legal and enforceable. As the twentieth century drew to a close, the criminal legal system in the United States continued to punish black people harshly at every stage, even after being treated as less than human under the law for years. Moreover, African Americans still faced racism and discrimination despite the abolition of slavery, particularly when one considers the various ways in which white supremacy continues to impact black lives.

While there were notable efforts to address and combat racism during the 20th century, such as the CRM in the United States and the anti-apartheid movement in South Africa, racism continued to be a persistent problem in many parts of the world. Racism took on different forms and was manifested in a variety of ways, including discrimination, segregation, and violence. At the same time, there were also efforts to promote understanding and reconciliation between different racial and ethnic groups. The concept of “multiculturalism⁷” (See Appendix 2) gained popularity, and there were efforts to celebrate and appreciate the diversity of different cultures.

3- Modern Race Problem (21st Century)

Contrary to the past, where racism was often institutionalized, laws and policies openly discriminate against African Americans, such as those enforcing segregation, prohibiting people of color from voting, or restricting access to jobs, housing, or education. Today, many people around the world continue to face discrimination and inequality based on their

⁴ Jim Crow is a character that appeared in a minstrel show. Minstrel performances were popular at the period, with white actors dressed in "black face," or black make-up. As a result, the name Jim Crow reflected the reality that Black Codes were founded on racial suppression.

⁵ It was an important United States Supreme Court case that established the "separate but equal" doctrine by affirming the validity of racial segregation laws.

⁶ This act, signed into law by President Lyndon Johnson on July 2, 1964, prohibited discrimination in public places, provided for the integration of schools and other public facilities, and made employment discrimination illegal. It was the most sweeping civil rights legislation since Reconstruction.

⁷ Multiculturalism refers to the coexistence of multiple cultures within a society. It is often used to describe the policies and initiatives aimed at promoting the recognition and equality of different cultural groups within a country.

race, however, this problem takes on a whole new form; it is more subtle and difficult to identify, and can manifest in a variety of ways in contemporary society.

3.1 New Forms of Racism

As communities grow, new forms of discrimination emerge that target vulnerable groups, threatening equality and human rights. These new forms of discrimination may be more subtle than traditional ones, making them harder to detect and treat.

3.1.1 Personal Bias and Discrimination

Personal bias and discrimination are two interconnected issues that have a significant impact on individuals and society as a whole. Personal bias can contribute to discrimination, whether intentionally or unintentionally.

3.1.1.1. Personal Bias

Personal bias is defined as an individual's preconceived beliefs about a certain group of individuals, which might be based on stereotypes, personal experiences, or cultural influences. As a society, we tend to sort people into groups while also paying attention to which kinds of individuals possess the most resources and power. This way of assigning social value to certain features is what leads to bias. Furthermore, personal bias can be unconscious (implicit bias) or conscious (explicit bias).

We refer to implicit bias as having attitudes toward people or associating stereotypes with them without being aware of it. These frequently unconscious associations can alter our attitudes and levels of comfort with individuals we perceive to be different, influencing how we treat them. For instance, researchers have found that white people often associate criminality with black people without even realizing it.

Unlike implicit bias, which is usually unintentional or automatic, explicit bias is a clear and intentional judgment about groups of individuals based on their identity. It is the intentional process through which we evaluate another individual, determine whether they are "acceptable" or "unacceptable," and then treat them accordingly. For example, making derogatory or discriminatory comments about a certain group of people based on their race.

3.1.1.2. Discrimination

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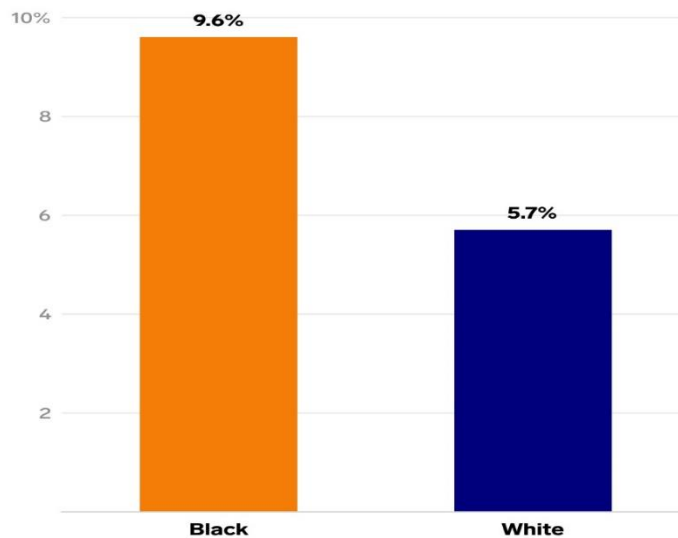
Discrimination is the unjust or prejudicial treatment of different categories of people based on the groups or classes they belong to. Although discrimination happens at a personal level, it is a reflection of larger social norms and biases. Thus, it is common for us to pick up social and cultural patterns when we are young without noticing how our cultures and major institutions encourage discrimination. When discrimination is something we grow up with and feels "normal," it is difficult to step back and fully grasp what it does to us, both as people experiencing discrimination and as people who need to examine our own biases.

3.1.2. Structural and Institutional Racism

Institutional and structural racism work hand in glove. Institutional discrimination is the manner in which institutions, policies, practices, and structures sustain prejudice against specific groups of people. Government, education, housing, healthcare, and the criminal justice system are examples of such institutions. Though institutional discrimination is considered illegal by the United States law, it is still common in many social institutions and everyday social practices. even if the discrimination is not intentional. Therefore, the existence of laws that prohibit institutional discrimination does not ensure that they will be implemented or that they will be effective in preventing discrimination. An example of institutional discrimination is educational discrimination, where schools may not provide the same resources or opportunities to students of different races or ethnicities.

Structural racism, on the other hand, refers to how social and economic structures and institutions are structured to mold and impact the lives, well-being, and opportunities of people of color. It legitimizes historical, cultural, and institutional behaviors that favor white people.

Figure 1 : The chart by Annie Fu/Insider US Census Bureau 2021 illustrates a significant disparity in health insurance coverage between Black Americans and White Americans in the United States



Source: US Census Bureau, 2021

The chart by Annie Fu/Insider US Census Bureau 2021 shows that there is a considerable discrepancy in health insurance coverage between Black Americans and White Americans in the United States. Black Americans, in particular, are almost twice as likely as White Americans to lack health insurance, which can have an important impacts on their access to healthcare and overall health outcomes.

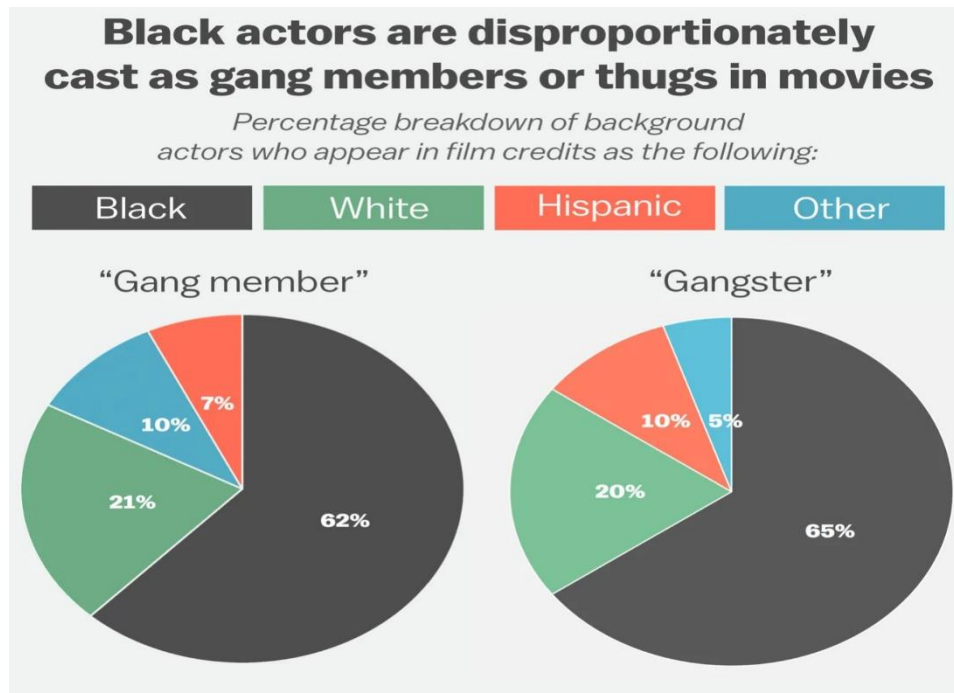
To sum up, institutional racism refers to discriminatory actions within institutions, whereas structural racism refers to the way society is structured to maintain racial inequality.

3.1.3. Racial Stereotypes and Bias in Media and Popular Culture

Racial stereotypes and bias in media and popular culture refer to the incorrect, damaging, and stereotype-promoting representation and portrayal of various racial and ethnic groups in media and entertainment. These stereotype often portray particular groups of individuals negatively and encourage harmful attitudes. People of color, for example, are usually portrayed in the media and popular culture as criminals or thugs, whereas white people are generally presented as law-abiding individuals. meaning that African Americans are repeatedly portrayed in the media as hypersexual, aggressive, uneducated, and dishonest. The ways in which these groups are portrayed shapes societal perceptions of their worth and value, ultimately impacting their recognition as significant contributors to society. (See figure 2)

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Figure 2: The disproportionate representation of black actors in negative and stereotypical roles in movies.



Source: 160,000 acting credits from 26,000 films (The-Numbers.com)

The data finding that black actors are disproportionately cast as gang members or thugs in movies shows that the entertainment industry has an issue with representation and diversity. This problem perpetuates negative stereotypes about black people and lead to the underrepresentation of black actors in positive and diverse roles. It demonstrates the need for greater diversity and representation in the entertainment industry and a critical examination of the roles and stereotypes perpetuated by media.

Conclusion

Racism is a complex and deeply ingrained problem with a long history. The concept of race has been used to discriminate and categorize a group of people based on their physical characteristics and ancestry. People from Africa were colonized and enslaved during the European colonial period on the basis of the idea of white superiority. This idea was a justification for the transatlantic slave trade, the forced labor of enslaved Africans in the Americas, and the theft of land from Indigenous peoples.

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From the beginning of slavery until its abolition in 1865, slavery's legacy continued to manifest itself in the form of discrimination and oppression against, such as African Americans. This discrimination included Jim Crow laws, which legalized racial segregation, as well as the denial of voting rights and other fundamental civil liberties to people of color. and Despite efforts such as the Civil Rights Act of 1964 and the Voting Rights Act of 1965, to address and combat these forms of discrimination, racism remains a significant and ongoing problem in the United States. Its legacy has had a profound and lasting impact on the lives of African Americans. Many people of color still experience discrimination on a daily basis in various forms, such as institutional racism and hate crimes, in all areas of their lives.

Having a clear understanding of racism's historical roots and evolution helps with understanding how it is still affecting people today. It allows us to acknowledge the persistence of institutionalized racism and other types of discrimination, especially against African American women, who continue to face discrimination across a wide range of areas of society, such as the gender pay gap, underrepresentation of women in leadership positions, and high rates of sexual harassment and assault. The next chapter will provide a deeper understanding of the ongoing problem of discrimination against women and its impact on their mental health.

Chapter2: The Impact of Discrimination: Understanding Types, Effects, and Coping Mechanisms for African American Women

Introduction

Racial discrimination against women is a widespread issue that has impacted people and communities all across history and the world. Despite progress made in the fight for equal rights, women of color continue to encounter discrimination and prejudice because of both their gender and race. This discrimination can take several forms, from subtle microaggressions to systemic and institutionalized bias. Understanding the specific ways in which women of color experience discrimination is crucial to comprehending it and developing effective strategies to address and combat it. In this chapter, we will look at some of the various forms of discrimination that women of color may experience, including stereotyping, exclusion, tokenism, and double jeopardy. By examining these specific forms of discrimination, we aim to shed light on the unique challenges that women of color face and the strategies they use to overcome them.

1- Types of Discrimination that Women of Color May Face in America

Women of color may face various types of discrimination due to their gender and ethnicity. These types of discrimination can have a significant impact on the lives of African American women.

1.1. Stereotyping

It is a type of discrimination where women of color are subjected to negative assumptions or characteristics based on their race and gender. Whether explicitly or implicitly, stereotypes can be spread by people, organizations, or the general public. African American women are often stereotyped as being loud, violent, and sexually active. These stereotypes can lead to discrimination and bias in employment, promotion, and other aspects of life, as well as a decrease in self-esteem and a sense of belonging in society . One example of a harmful stereotype is the "angry black woman" stereotype. Black women are often overlooked or ignored in professional settings due to the misconception that they are extremely aggressive, confrontational, or unpleasant.(Machlus)

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1.2. Exclusion

Exclusion is a type of discrimination that happens when individuals are denied access to particular activities or resources based on their race, ethnicity, gender, or other traits. Exclusion can take many different forms for African American women, such as:

1.2.1. Educational Exclusion

African American women may be deprived of certain educational opportunities, like admission to highly selective colleges or registration in advanced courses, due to systemic racism and bias. For instance, African American girls are less likely than white girls to take Advanced Placement (AP) classes, which can earn college credit and boost their college applications, according to statistics from the National Center for Education Statistics. Furthermore, African American girls are more likely to attend low-income schools, limiting their access to resources such as qualified teachers, challenging educational programs, and technology (Private School)

1.2.2. Workplace Exclusion

African American women may face exclusion from certain jobs or promotions, as well as being excluded from social networks and mentorship opportunities that can be critical for career advancement. For example, African American women may also experience microaggressions, which are subtle acts of discrimination that can often be overlooked or dismissed. According to a Harvard Business Review article, African American women are often talked over or disregarded in meetings, which can have negative effects on their professional reputation and career advancement. (Robinson)

1.2.3. Social Exclusion

African American women may face exclusion from certain social activities or networks due to their race and gender, such as being excluded from certain clubs or groups. One example of social exclusion against African American women is the pay gap. Despite years of advocacy and legal protections, African American women still earn significantly less than their white male counterparts and white female counterparts, African American women earn only 63 cents for every dollar earned by white, non-Hispanic men, and they earn only 80 cents for every dollar earned by white, non-Hispanic women ("THE LIFE TIME WAGE GAP")

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1.2.4. Political Exclusion

African American women may face exclusion from the political process, such as being denied the right to vote or being excluded from certain decision-making bodies. As an example, black African American women are underrepresented in elected positions. Although they represent an important voting bloc in numerous areas of the country, they are severely underrepresented in positions of political power. According to a report by the Higher Heights Leadership Fund, as of 2021, only 1.4% of the 500,000 elected positions in the United States are held by Black women. This underrepresentation is even more striking at the national level, where there are currently no Black women serving in the U.S. Senate and only 24 Black women serving in the U.S. House of Representatives out of 435 members ("the Higher Heights Leadership")

1.3. Tokenism

Tokenism is a type of prejudice in which individuals are considered symbolic representatives of diversity instead of being recognized for their contributions. In the context of African American women, tokenism can occur in various ways. It often occurs when organizations or institutions appear to prioritize diversity by hiring or promoting African American women but fail to fully recognize their skills and qualifications. Furthermore, it may create a false sense of inclusion, putting pressure on African American women to represent their whole community rather than expressing their uniqueness, which can be stressful and eventually lead to burnout or feelings of inadequacy.

1.4. Double Jeopardy

It is a type of discrimination that relates to the intersection of race and gender that African American women face. This type of discrimination is particularly challenging since African American women endure not just racial discrimination but also gender discrimination. African American women regularly face challenges and biases that other groups do not, making it difficult to achieve success in many aspects of life. They may be subjected to discriminatory practices that affect their hiring, promotions, and pay. For example, despite having the same degrees and experience, they may be paid less than their white and male peers. Additionally, they may experience higher rates of domestic violence, sexual assault, and other forms of gender-based violence than women from other racial and ethnic backgrounds.

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These forms of discrimination can have severe consequences, such as emotional and psychological distress, physical health problems, and reduce opportunities for personal and professional growth.

2- Physiological and Psychological Impact of Racism and Discrimination on African-American Women

The physiological and psychological impact of racism and discrimination on African-Americans is well-documented and can be severe. Racism and discrimination can affect both physical and mental health, contributing to a range of negative outcomes.

2.1. Physiological Impact

Racism and discrimination have a profound physiological impact on African-Americans. One of the primary ways in which it affects physical health is through the body's stress response. When individuals experience discrimination, their bodies respond with a "fight or flight" response⁸, releasing stress hormones like cortisol and adrenaline. Prolonged exposure to stress hormones can lead to a range of negative outcomes.

A study published in the journal *Psychoneuroendocrinology* examined the relationship between experiences of racial discrimination and cortisol levels in a sample of African American women. The study found that women who reported higher levels of discrimination also had higher levels of cortisol, a stress hormone that has been linked to a range of negative health outcomes (Lucas). Dr. Arline T. Geronimus suggests that the physiological impact of discrimination may contribute to the higher rates of chronic illness and other health problems observed among African American women.

According to Jeanes et al. , a study of African American women's cardiovascular disease risk factors found that experiences of racism were associated with a higher likelihood of having Cardiovascular disease (CVD) risk factors such as high blood pressure and obesity. The study, which used data from the Carolina Breast Cancer Study Phase III, highlights the need for healthcare providers to consider the impact of racism and discrimination on African American women's cardiovascular health and to address the root causes of health disparities.

⁸ The fight or flight response is an automatic physiological reaction to an event that is perceived as stressful or frightening. The perception of threat activates the sympathetic nervous system and triggers an acute stress response that prepares the body to fight or flee.

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2.1. Psychological Impact

Racism and discrimination can have a profound psychological impact on African-American women. It can lead to symptoms of anxiety and depression, as well as post-traumatic stress disorder (PTSD).

A study conducted by Dr. Shervin Assari aimed to examine the relationship between perceived discrimination and symptoms of depression⁹ among African American women (Assari). The authors used data from the National Survey of American Life, which is a nationally representative sample of African American adults in the United States.

The study found out that experiences of discrimination were associated with increased symptoms of depression among African American women. Specifically, the authors found out that African American women who reported higher levels of perceived discrimination had higher levels of depression symptoms. The study also found out that the negative effects of discrimination on depression were more pronounced for African American women who reported a strong sense of racial identity (Assari).

According to a study by Hughes, Hoggatt, Gonzalez, and Williams (2019) published in the *Journal of Consulting and Clinical Psychology*, it was concluded that racism can have a traumatic effect on the health of African American women. The study examined 55 black women who reported their exposure to traumatic experiences such as childhood abuse, physical or sexual violence, and racial discrimination. The researchers discovered that Black women who experienced racial discrimination had more activity in brain regions associated with stress compared to those who did not experience discrimination. According to the study, racism can exhaust essential body-regulation mechanisms¹⁰ and worsen brain health (Hughes).

Racism and discrimination can have significant physiological and psychological impacts on African-Americans. These impacts can manifest in a variety of ways, including increased stress levels, greater risk for chronic illnesses, and heightened risk for mental health disorders such as

⁹ Depression is a mental health disorder characterized by persistent feelings of sadness, hopelessness, and a loss of interest in activities that were once enjoyable. It can also cause physical symptoms such as fatigue, changes in appetite, and difficulty sleeping.

¹⁰ Body-regulation mechanisms refer to the processes by which the body maintains and adjusts its internal systems in response to external and internal stressors, such as maintaining homeostasis, regulating hormones, and responding to threats.

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depression and anxiety. However, it is important to note that African-Americans have developed various coping mechanisms to help deal with the effects of racism and discrimination. These coping mechanisms are essential for their survival and well-being in society

3- Coping Mechanisms for African American Women

Discrimination is a continuous and extensive issue that African American women encounter in a variety of areas of their lives, including education, work, healthcare, and criminal justice. Discrimination's negative influence on the health and well-being of African American women has been well documented in the literature. However, little attention has been dedicated to the coping mechanism that African American women use to manage the stress and adversity that arise from discrimination. This part of the chapter is going to focus on how African American women have developed a range of coping strategies to navigate and resist discrimination. This section will explore some of these coping mechanisms, including assimilation coping and resistance coping. While these strategies are not the only ways in which African American women cope with discrimination, they are two important approaches that have been extensively studied and have been found to have both positive and negative outcomes in terms of mental and physical health.

3.1. Assimilation Coping

It is a type of coping mechanism that involves conforming to the dominant culture or societal norms in order to cope with discrimination and racism. This coping mechanism is often seen as a way for African American women to reduce the stress and negative emotions associated with discrimination by blending in and avoiding being perceived as different. However, this coping mechanism can also have negative effects on African American women's mental and physical health by erasing their cultural identity and increasing their feelings of isolation and disconnection.

One study conducted by Greene explored assimilation coping among African American women experiencing workplace discrimination. The study found that while assimilation coping was initially effective in reducing stress and negative emotions, over time it led to feelings of disconnection from their cultural identity and a sense of inauthenticity (Greene). The study

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suggests that while assimilation coping may be effective in the short term, it can have negative long-term effects on the mental and physical health of African American women.

Another study by Jackson examined the relationship between assimilation coping and mental health outcomes among African American women. The study found that assimilation coping was associated with increased symptoms of anxiety and depression, suggesting that the use of this coping mechanism can have negative effects on mental health (Jackson). The study highlights the importance of considering the potential negative consequences of assimilation coping for African American women and the need for alternative coping strategies.

Overall, while assimilation coping may provide short-term benefits in terms of reducing discrimination and prejudice, it can also have negative long-term consequences for the mental health and well-being of African American women.

3.2. Resistance Coping

Resistance coping is a sort of coping technique that involves actively rejecting or resisting discriminatory behaviors and beliefs. This can take numerous forms, such as engaging in activism, confronting discriminatory people or institutions, or finding strategies to establish one's identity and value despite societal messages to the contrary. Resistance coping has been found to be an important mechanism for African American women to maintain a sense of agency and dignity in the face of discrimination.

In one study conducted by Comas-Diaz and Greene women of color who received psychotherapy reported higher levels of self-esteem and overall psychological well-being. Similarly, a study Smith found out that African American women who engaged in collective resistance coping, such as participating in black women's organizations or community groups, reported greater levels of psychological empowerment and better mental health outcomes.

According to Matthews, another aspect of resistance coping is cultural preservation, which involves actively preserving and celebrating African American culture and traditions. This can include participating in Black cultural events or traditions, such as attending church or participating in community celebrations. In her study of African American women, Matthews discovered that those who engaged in cultural preservation coping had higher mental health outcomes and were more resilient to discrimination. The study revealed that cultural

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preservation coping can serve as a protective factor against the negative impact of discrimination on mental health (Matthews).

While resistance coping may be an effective tool to fight discrimination and oppression, it can also come with risks and challenges. African American women who use resistance coping may encounter negative consequences from people who reject their activity. According to Burton, African American women who participated in political action reported higher levels of stress and poor physical health effects than those who did not participate in activism. The study emphasizes the need for providing assistance and resources to African American women who engage in resistance coping in order to reduce these risks and enhance good coping outcomes.

Resistance coping is an important coping mechanism for African American women dealing with discrimination and oppression. Studies have shown that engaging in resistance coping, such as political activism and cultural preservation, can promote positive mental health outcomes and greater resilience. However, it is important to acknowledge the risks and challenges associated with resistance coping and provide support and resources to promote positive coping outcomes.

Some African American women use a combination of assimilation and resistance coping, depending on the situation and their personal goals. One study conducted by Thomas revealed that some African American women use a combination of assimilation and resistance coping strategies to navigate their experiences of racism and discrimination in the workplace.

The researchers discovered that a significant number of the participants reported adopting a mix of assimilation and resistance coping mechanisms. In situations where it was essential to conform to dominant cultural standards and expectations, such as in professional environments, participants would use assimilation coping. However, they would resort to resistance coping to contest instances of prejudice and bias.

African American women face various forms of discrimination that can have serious physiological and psychological effects on their health. To cope with these experiences, some African American women use assimilation coping strategies and other resistance coping strategies. While assimilation coping can help them navigate situations where conformity is necessary, resistance coping allows them to challenge instances of discrimination and bias. The

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use of both coping mechanisms demonstrates the resilience of African American women in the face of adversity

Conclusion

Discrimination against African American women affects their physiological and psychological well-being. These interactions can have a negative effect on one's health and increase existing disparities. However, African American women have created ways to cope with discriminatory experiences through assimilation and resistance strategies. The assimilation coping approach involves conforming to the dominant cultural norms and expectations, primarily in professional settings. The resistance coping mechanism involves challenging and standing up against instances of discrimination and bias. These coping mechanisms are multifaceted and are often used together depending on the situation and personal goals. It is essential to recognize and address the impact of discrimination on the health and well-being of African American women and support them in developing effective coping mechanisms.

In order to gain a deeper understanding of the complex interplay between discrimination and its effect on African American women, the next chapter will explore the experiences of an African American woman as case study.

Chapter 3 : Exploring Discrimination and Coping Strategies through Study Cases

Introduction

Building upon what has been discussed in earlier chapters, the third chapter will provide solid evidence and real-life examples to further explore the themes discussed previously. By looking at these study cases, one can better comprehend the lived experiences of African-American women who have faced various forms of discrimination and the strategies they have used to navigate and overcome these challenges.

1- Study Case Shonda Rhimes - Navigating Workplace Stereotyping and Resilience

The highly influential television producer and author Shonda Rhimes (See Appendix 4) provides an insightful case study for analyzing workplace stereotypes and resilience. Rhimes has had an important impact on the television industry as the creator of popular shows like "Grey's Anatomy", "Scandal," , "How to Get Away with Murder," and "Queen Charlotte." (See Appendix 5) Her achievements challenge the traditional narrative of success in a largely white and male-dominated industry (**Strickland**). Studying her experiences as a study case for workplace stereotyping and resilience is important because of the pervasive stereotypes that African-American women face in creative fields. By examining Rhimes' experiences, one can obtain valuable perspectives on the unique challenges she faced and the strategies she used to navigate and overcome workplace stereotypes.

Throughout her career, Shonda Rhimes encountered various stereotypes related to her race and gender, such as the "angry black woman." In an incident that involved a New York Times article published in 2014, Shonda Rhimes was referred to as an "angry black woman." (Stanley). The article drew a lot of attention for using the racially inappropriate and stereotyped term. In response to the article, Rhimes expressed her disappointment and anger with the derogatory portrayal of black women. She addressed the situation on Twitter, tagging Peter Nowalk, the creator of the show "How to Get Away with Murder," which Rhimes produced.

The tweet ¹¹ also mentions the label "angry black woman" that was applied to her. By questioning whether the critic knew the show's creator's identity, Rhimes exposes the critic's ignorance and his failure to recognize her title as the series' creator. This suggests that the critic's portrayal of her as an "angry black woman" is inappropriate and based on stereotypes rather than an actual understanding of her work or identity.(Paskin)

Her tweet challenges the usage of racial stereotypes and highlights how her work should be judged on its own value rather than racial labels. Her remark triggered discussions regarding the media's portrayal of black women and the necessity of recognizing individuals' diverse accomplishments and contributions, regardless of race or gender.

Shonda Rhimes and her production company, Shondaland, have done an excellent job of illustrating cultural and racial diversity. In future interviews and public appearances, the producer proceeded to challenge stereotypes regarding race and gender. She highlighted the importance of portraying diverse individuals that challenge stereotypes as well as showcasing the different experiences of African-American women. Rhimes has successfully advocated for greater diversity behind the camera, by hiring more diverse writers, directors, and producers to promote more authentic and diverse storytelling, audiences are finally able to view the world as it is through the lens of fictional television series. (Sneff)

2- The Case of Dr. Mae Jemison - Exclusion in Academic Settings and Empowerment

Dr. Jemison was born in Alabama and raised in Chicago, she graduated from Stanford University with degrees in chemical engineering and African and African-American studies. She was introduced to science by her uncle and developed interests throughout her childhood in anthropology, archaeology, evolution, and astronomy Dr. Jemison was determined to one day travel in space (Tikkanen). Dr. Mae Jemison is a significant figure in science, space exploration, and education. She was the first African-American woman to travel to space, and her accomplishments serve as an inspiring case study in understanding the obstacles of academic exclusion and resulting empowerment of African-American women.

¹¹ "Confused why @nytimes critic doesn't know identity of CREATOR of show she's reviewing. @petenowa did u know u were "an angry black woman"?"

During her academic journey, Dr. Jemison encountered various challenges as an African-American woman, she faced challenges in attaining equality both within the classroom and outside. She said " Some professors would just pretend I wasn't there. I would ask a question and a professor would act as if it was just so dumb, the dumbest question he had ever heard. Then, when a white guy would ask the same question, the professor would say, 'That's a very astute observation. " (Rediff). Moreover, upon completing her studies in 1977, Dr. Mae Jemison earned a dual degree in chemical engineering and African-American Studies. However, her journey was not without its challenges, as she encountered racism from professors who held prejudice against a Black woman pursuing engineering (Chandler). These instances of exclusion can be attributed to systemic discrimination prevalent in academic settings.

Exclusion had a profound impact on Dr. Jemison's physiological and psychological well-being. The ongoing struggle to prove herself in the face of biased expectations and limited opportunities had a huge impact on her self-esteem and motivation. The physiological impacts of stress, as well as the psychological stress of overcoming these obstacles, could have influenced her overall well-being and career trajectory. However, Dr. Jemison's determination and resilience played a crucial role in overcoming these challenges (Jemison).

Dr. Jemison employed various coping mechanisms to cope with and overcome the discrimination she faced. She received support and guidance from mentors and role models who shared her experiences. These networks provided her with a sense of empowerment and belonging in a field dominated by people who did not share her racial or gender identity. Furthermore, Dr. Jemison's self-confidence, persistent determination, and passion for her work served as effective coping strategies. She embraced her uniqueness and used it as a motive to defy society's standards and achieve excellence (Jemison). Empowerment became an important part of Dr. Jemison's path. She pursued her dreams, broke down boundaries, and became an inspiration for ambitious African-American women in science and space exploration by refusing to allow exclusion to define her. On September, Dr. Mae Jemison made history as the first African-American woman to venture into space as an astronaut. However, her drive and motivation were not solely fueled by the goal of being the first black woman in space; she said: " I wouldn't have cared less if 2,000 people had gone up before me... I would still have had my hand up." (Jemison). Despite resigning from The National Aeronautics and Space

Administration¹² (NASA) (See Appendix 7) in March, Jemison's legacy as a pioneer in space exploration and an inspiration to young people everywhere lives on (Rediff).

Dr. Mae Jemison's study case sheds light on the experiences of exclusion that African-American women face in academic settings. Her journey highlights the necessity of representation, the impact of exclusion on physiological and mental wellness, and the significance of coping mechanisms. By delving into Dr. Jemison's life, we can gain a better understanding of the obstacles faced by African-American women in similar situations as well as the strategies used to navigate and overcome exclusion, ultimately inspiring future generations to pursue their dreams and passions without fear of discrimination.

3- The Case of Ursula Burns - Tokenism

Ursula Burns (See Appendix 8), born in New York on September 20, 1958, is an American corporate leader best known for her work at Xerox Corporation¹³. From 2009 to 2016, she held the position of CEO¹⁴, and from 2010 to 2017, she served as chairman. Burns made history by being the first African American woman to lead a Fortune 500 company as CEO. Additionally, she was the first female successor to another female CEO in the history of Fortune 500 companies. Ursula Burns was chosen to co-chair the Science, Technology, Engineering, and Mathematics (STEM) Education Coalition by President Barack Obama in 2009. This national alliance was made up of over 1,000 technological groups that were committed to enhancing student's involvement and achievement in STEM courses through legislative advocacy. She held this position until 2016. Burns was also a member of the President's Export Council (PEC) from 2010 to 2016. The PEC is a group of leaders from the labor, business, and government sectors that advise the president on methods to increase American exports (Nolen)

Ursula Burns' professional journey demonstrates her tenacity and determination in the face of tokenism. As the first African-American woman to run a Fortune 500 corporation, she has battled tokenism multiple times throughout her career. Burns talked about her career experiences and how people often viewed her achievements as exceptional because they were not common for Black women. She felt uncomfortable when she received compliments about

¹² NASA is the United States premier space agency, dedicated to exploring space, and advancing scientific knowledge

¹³ Xerox Corporation is a multinational document management company known for developing and selling copiers, printers, and related technologies.

¹⁴ Stands for Chief Executive Officer, which is the highest-ranking executive in a company who is responsible for making major corporate decisions and managing overall operations.

being exceptional because she realized that it was a way for others to accept her presence in spaces where she was different from what they were used to. Being called exceptional made her think more deeply about the compliment, realizing that it was not just about her personally, but also about how society sees women, Black women, people of color, and those who are underrepresented. She saw it as more of an insult because it implied that people like her are the exception rather than being recognized and included as part of the norm (Oliver).

Ursula Burns' style of leadership is defined by assertiveness and resilience. She displayed unwavering confidence and the capacity to maintain her ground in the face of corporate tokenism and biases. Burns relied on her position of power to question the status quo¹⁵, push for diversity and inclusion measures, and help other excluded individuals. She employed a variety of strategies to deal with tokenism while maintaining her confidence and integrity throughout her career. Burns navigated her professional journey and broke down barriers by ascending to the CEO position of a Fortune 500 company. This achievement could be viewed as an example of assimilation coping, as she worked within the existing company structure and gained recognition and acceptance by succeeding in that environment. On the other hand, Burns has been a vocal supporter of diversity, inclusion, and equal opportunities, using her platform to change and create a more inclusive business culture. Her efforts to break down barriers, fight for underrepresented groups, and promote diverse voices align with resistance coping strategies. By using a combination of assimilation and resistance coping, Ursula Burns has become an outstanding role model for aspiring leaders and an advocate for promoting diversity and equality in the business world.

Ursula Burns' journey shows the potential for individuals to navigate and impact the business world by challenging stereotypes, overcoming discrimination, and inspiring others to break down barriers. Her achievements and dedication make her a driving force for continued progress toward a society that is more equitable and inclusive.

4- The Case of Tarana Burke - Coping with Double Jeopardy

¹⁵ "Quo" is a Latin word that means "which" or "that." In the phrase "status quo," "quo" refers to the existing or current state of affairs or the way things currently are.

Tarana Burke (See Appendix 9), an African American civil rights activist, became well known in 2016 as the founder of the "Me Too" movement¹⁶ (See Appendix 10). This movement has since evolved into a global campaign intended at rising public awareness about sexual harassment, abuse, and assault in society. In 2017, Burke, and other influential female activists, were recognized as "the silence breakers" by Times Magazine. Burke moved to Philadelphia in 2008, where she became involved with Art Sanctuary Philadelphia. Additionally, she provided her expertise as a consultant for the film *Selma* (2014) (See Appendix 11), which received an Oscar nomination. The film portrays the historic 1965 Selma to Montgomery voting rights marches, led by the iconic civil rights leader, Martin Luther King Jr.¹⁷ (See Appendix 12). She is currently the senior director of Girls for Gender Equity, an organization based in Brooklyn. **(Strickland)**

Throughout her life, Tarana Burke has encountered discrimination due to the intersecting factors of race and gender. Having experienced sexual assault three times herself, Tarana Burke started on a lifelong fight to end sexual violence against women, with specific focus on empowering young women of color from low-income communities. During her time with the 21st Century Youth Leadership Movement in 1997, Tarana Burke had a pivotal experience when a 13-year-old girl revealed to her that she had been a victim of sexual abuse. This revelation triggered buried memories of Burke's own traumatic experiences with sexual abuse. Reflecting on the moment, Burke realized that the young girl's brave revelation had forced her to confront the unresolved pain she had hidden for years. She recognized the parallel between her own experience and the girl's, causing her to delve deeply into her own healing journey ("Tarana Burke").

Furthermore, Tarana Burke has faced several challenges as a woman of color in her activism work. Recently, renowned actress Catherine Deneuve¹⁸ made headlines by signing an open letter published in *Le Monde*¹⁹ in which she expressed her criticism of the #MeToo movement, labeling it as totalitarian. A similar opinion was expressed in the *New York Times*'s

¹⁶ The "Me Too" movement is a social justice campaign that aims to raise awareness about the prevalence of sexual harassment and assault, while providing a platform for survivors to share their stories and advocate for change.

¹⁷ Martin Luther King Jr. was a prominent civil rights activist and leader known for his nonviolent approach in advocating for racial equality and justice in the United States.

¹⁸ Catherine Deneuve is a renowned French actress known for her iconic roles in films.

¹⁹ *Le Monde* is a prominent French daily newspaper known for its extensive coverage of national and international news.

piece, which stated that the movement was reducing women to the status of "Victorian housewives." While the term "snowflake" was not directly used, the underlying implication was that #MeToo was driven by individuals who also campaigned for book censorship and the removal of artwork they found disagreeable from museums (Brockes).

Moreover, the physiological and psychological effects of discrimination and double jeopardy on Tarana Burke cannot be overlooked. Navigating many forms of discrimination can be taxing on one's well-being. Combating racism and sexism²⁰ carries important emotional weight, causes stress, and has serious health consequences. She confronted the challenges imposed by double jeopardy, and that resulted in her feeling frustrated, angry, and exhausted (Grady). Her commitment to addressing issues of sexual assault and empowering survivors through the #MeToo movement demanded a never-ending fight against profound societal injustices, often with little resources and support. The stress resulting from that can have serious consequences for one's health. Chronic stress, according to research, can lead to an increased risk of a variety of physical and mental health conditions, including cardiovascular issues, weakened immune system functioning, and a higher chance of experiencing a heart attack, stroke, or high blood pressure ([Saripalli](#)).

Tarana Burke's study case provides important insights into the challenges that African-American women face when dealing with double jeopardy and fighting discrimination. Her personal experiences shed light on the long-term physiological and psychological consequences that discrimination can have on individuals. One gain a deeper understanding of the extensive impact of discrimination on their health and well-being by studying her journey. Burke's journey serves as a poignant reminder of the never-ending challenges that African-American women face in their pursuit of equality and justice.

Through the analysis of the study cases concerning African American women, many key findings have been discovered, revealing the pervasive nature of discrimination and its deep and long-lasting impact on these individuals. The study cases have shown that African American women face many forms of discrimination, including stereotyping, exclusion, tokenism, and the double jeopardy of racism and sexism. These discriminatory practices not only limit their chances of progress and achievement, promoting societal inequalities, but also

²⁰ Sexism is the systemic prejudice, discrimination, and oppression based on a person's sex or gender.

have a significant impact on their physical and mental well-being, as they experience heightened stress and emotional distress. Nevertheless, the study cases have also highlighted African American women's tenacity and strength in the face of discrimination. To manage these challenges and protect their sense of self-worth and identity, they use various strategies for coping, such as assimilation and resistance.

Conclusion

In conclusion, the study cases examined in this chapter gave us more insight on the widespread nature of discrimination and its negative impact on individuals. Through these narratives, one has seen the determination, strength, and courage of those who have faced different forms of discrimination, from stereotyping and exclusion to double jeopardy. The physiological and psychological impact of discrimination on marginalized people, especially African American women, cannot be underestimated. However, despite the obstacles faced, these study cases have also showed the effectiveness of coping mechanisms such as resistance and assimilation, as well as the significance of community support and action. By diving into these real-life experiences, one gains a greater understanding of the complexity of discrimination and its profound effects.

General Conclusion

As explained previously, this research sheds light on the issue of discrimination against African American women and its far-reaching implications. Each chapter has contributed with important insights to deepen our understanding of the topic at hand.

The first chapter explores the historical background of racism, shedding light on its origins, manifestations, and historical context. The aim is to establish a foundation of knowledge and understanding that will be the framework for the following chapters, allowing for a deeper exploration of the discrimination faced by African-American women.

In the second chapter, one gains significant insights into the different types of discrimination faced by African-American women and how they impact their physiological and psychological well-being. Additionally, one has explored the coping mechanisms employed by these women. This chapter has enriched and deepened one's understanding of the experiences, struggles, and resilience of African-American women in the face of discrimination.

In the third chapter, case studies are presented to highlight the real-life experiences of African American women in the face of discrimination. One has gained a deeper understanding of the challenges they encounter and the strategies they employ to navigate and cope with discrimination. This knowledge allows one to recognize the resilience and resourcefulness of African American women in navigating and challenging discrimination. Additionally, the chapter has emphasized the need to amplify their voices and experiences in order to promote a society that is more equitable and inclusive.

Through this research, it is evident that equality, awareness, and action are essential in creating a society where African American women can live free from the limitations of discrimination. It is one's collective responsibility to challenge and dismantle discriminatory and unjust systems. By voicing their experiences and perspectives, one can amplify the voices of African American women and work towards a society with greater equity and justice for all individuals, regardless of race and gender.

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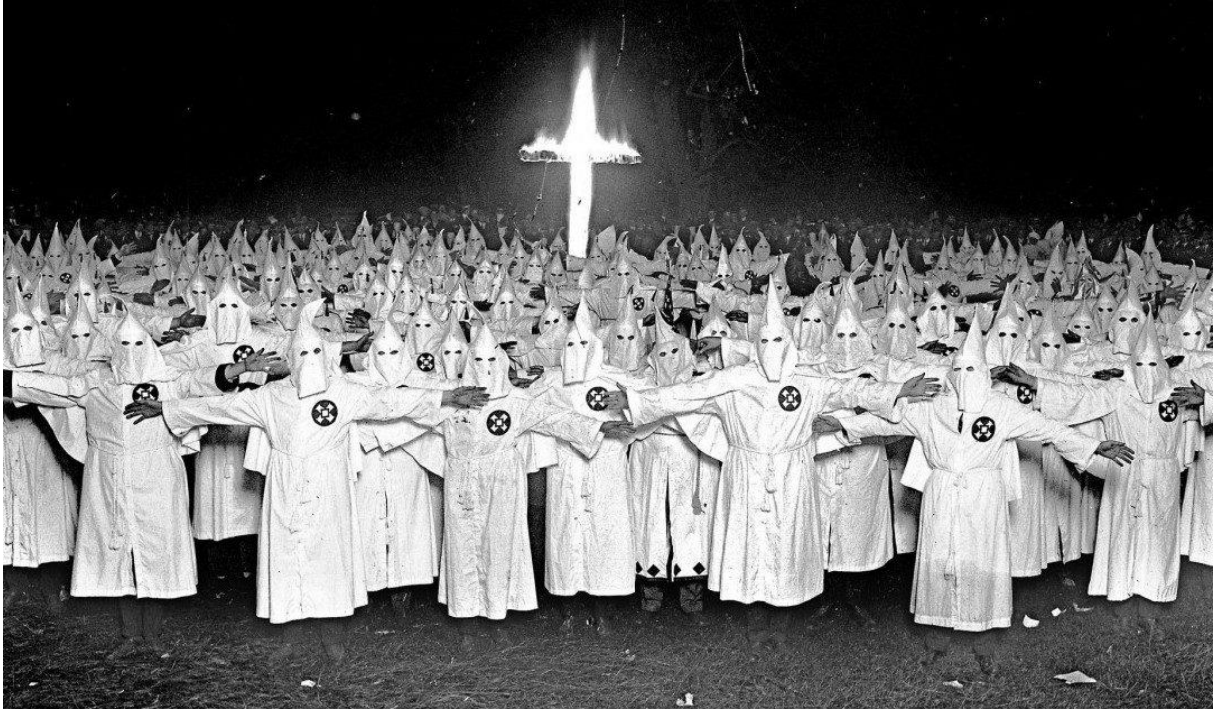
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Appendices

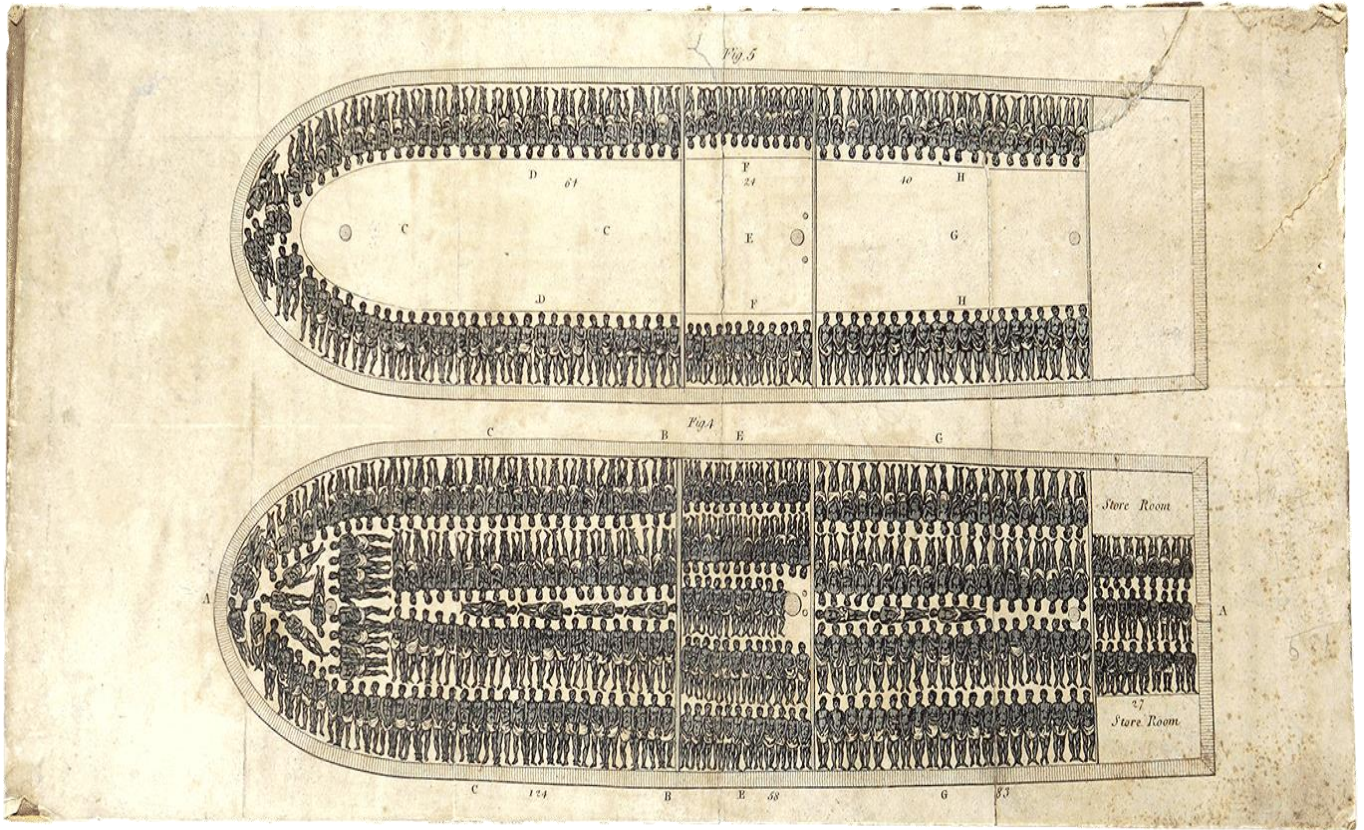
Appendix 1



Appendix 2



Appendix 3



Appendix 4



Appendix 5



Appendix 6



Appendix 7



Appendix 8



Appendix 9



Appendix 10



Appendix 11



Appendix 12

