**SR 953-12: Research for 21st Century Scholarship**

Sheri Dozier

Omega Graduate School

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Professor

Dr. Caroline Geer

**ASSIGNMENT # 3 – EXERCISE**

Begin work on Assignment #4 Research for 21st Century Paper (see below):

1. In preparation for Assignment #4, choose a scholarly topic of interest. Type the topic on the title line on the cover page and the first page of the paper. Explain your reasoning for

choosing the topic in the introduction section (after the title and before the first Level 1

heading) of the paper. Use your best academic voice, correct sentence structure, tense,

and punctuation. In the rest of the introductory paragraph, preview three points you

would address in an essay about your topic with ideas that came from your sources.

2. Develop a list of search terms and phrases that pertain to the subject chosen and

include these immediately following the first Level 1 heading. Give the list a name and

use the name as the Level 1 heading (use the heading styles in the template and the

APA 7 Manual or Guide provided in the hyperlinks in this syllabus). Present the list in a complete sentence or a bulleted list with an opener (e.g., Search terms related to the topic of this paper are as follows:). Use correct punctuation.

3. Continue building the Works Cited list you began in Assignment #2. Locate a minimum of two books (minimum of one published in the last five years) relevant to your chosen topic and develop an APA reference for each book. Insert the properly formatted references in the Works Cited section of the paper.

4. Locate four primary research journal articles relevant to your chosen topic; the articles must be less than five years old. Develop a reference for each journal article and insert the references into the Works Cited section. Put your 10 references in alphabetical order.

**Discrimination in the Workplace Against Black Women**

The topic of workplace discrimination against Black women is of significant scholarly and societal interest. Black women often face a unique intersection of both racial and gender discrimination, which compounds their experiences in professional settings. I chose this topic because it highlights persistent inequalities within modern workplaces, despite growing awareness and activism around issues of diversity and inclusion. Researching this topic helps illuminate systemic biases and offers strategies for creating equitable work environments. In this essay, I will explore three key aspects of this issue. First, I will analyze the legal frameworks designed to protect Black women from workplace discrimination, such as the Civil Rights Act and Equal Employment Opportunity guidelines. Second, I will discuss the psychological impacts of discrimination on Black women, including effects on mental health and career progression. Lastly, I will examine the role of intersectionality in understanding the specific challenges Black women face, as explored by scholars such as Breauna Spencer and Sol Maria.

**Search Terms and Phrases**

Search terms related to the topic of this paper are as follows:

* Workplace discrimination
* Black women and workplace bias
* Gender and racial discrimination
* Intersectionality and employment
* Mental health impacts of discrimination
* Equal Employment Opportunity laws
* Systemic racism and Black women
* Diversity and inclusion in the workplace

**Legal Frameworks Protecting Black Women**

In examining the protections afforded to Black women against workplace discrimination, several legal frameworks come into focus. The *Civil Rights Act of 1964* and *Equal Employment Opportunity Commission (EEOC)* guidelines are critical for understanding the protections available. The Civil Rights Act’s *Title VII* prohibits employment discrimination based on race, color, religion, sex, and national origin, which forms the backbone of legal protections for Black women facing discrimination (Smith & Johnson, 2020). Although these laws provide significant protection, they are not foolproof, and Black women still experience a high rate of workplace discrimination.

**Psychological Impacts of Discrimination**

The psychological toll of discrimination on Black women can be profound. Discrimination can lead to stress, anxiety, depression, and other mental health issues, as documented in various studies. Scholars have shown that systemic workplace discrimination impacts career progression, causing Black women to experience burnout and feel a sense of isolation (Spencer, 2023). The mental health impacts are compounded by the difficulty Black women face in achieving upward mobility within organizations. The concept of *microaggressions* subtle, often unintentional discriminatory comments or behaviors further complicates these experiences, affecting job satisfaction and overall well-being (Maria & Knight, 2022).

**Intersectionality and Workplace Challenges**

The unique intersection of race and gender discrimination often referred to as *misogynoir* illustrates the complexity of the challenges faced by Black women. Intersectionality, a concept developed by *Kimberlé Crenshaw*, helps in understanding how overlapping social identities like race and gender contribute to specific systemic disadvantages (Hill, 2022). Scholars like *Breauna Spencer* have explored the added layer of discrimination Black women experience, especially in sectors like technology, where performative activism often masks deeper systemic biases (Spencer, 2023). This section will analyze how intersectionality plays a role in both the visible and invisible barriers that Black women face in the workplace.

**WORKS CITED**

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