

Inequalities to Black Women

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Abstract

The United States has an unfortunate history of inequality that stems from capitalism. It is evident from the times of slavery, African American were not seen or treated as equals. The ability to own anything tangible nor the right to collect pay for basic living ensured that they would be ill equipped to achieve any form of success. Although slavery was abolished, the United States still persists in its mentality of inequality, particularly when examining the wage, healthcare, and housing structure amongst different race and gender.

The United States enacted the Equal Pay Act over a half century ago, however, a disparity in the wages received by women exists. Despite the gap in wages not being consistent throughout the country, the fact remains that women are not provided with comparable pay to their male counterparts. The fact is that inequalities continue to plague our country whether it is toward a particular race or a certain gender and the underlying issue is driven by money. From the times of slavery, capitalism has been interwoven in the fabric of this country. Like a contract, loopholes will continue to be exploited.

Introduction

Race and ethnicity are often regarded the same, however they are different. Race is not a biological factor; it is not real. There is no biological difference between blacks, Asians, whites, and etc. Race was socially constructed. It is something we learned, defined, and gave value to. Race is a category that group people based on their physical characteristics, such as hair texture, skin color, and nose. Ethnicity is the presumption of a connection based on someone's culture. Although we are all human, we are not viewed the same. Race and culture is something that separates us. It can also lead to form prejudice and discrimination.

Culture is something we learn from your parents and the people around us. Culture is passes from generation to generation. We learn by talking, asking questions, and observing. We are constantly learning and observing something about your culture. Culture is considered "a way of life", it gives a group of people their values, beliefs, norms, and knowledge. Culture value and culture norm are connected, it gives you core principles which shapes the society and the people living in the society. It influences the way you behave and how you view the world. Culture value is what tells you what is right and what is wrong.

The United States has an unfortunate history of inequality that stems from capitalism. It is evident from the times of slavery, African American were not seen or treated as equals. The ability to own anything tangible nor the right to collect pay for basic living ensured that they would be ill equipped to achieve any form of success. Although slavery was abolished, the United States still persists in its mentality of inequality, particularly when examining the wage, healthcare, and housing structure amongst different race and gender.

Background of Research

Racism and sexism are often overlapping, creating multiple levels of social injustice. A black woman would receive double discrimination because she is black and she is a woman. Kimberle Crenshaw realized that people often have disadvantages by multiple sources of oppression. She created intersectionality theory, a point of analysis that shows a lens on how you look at an issue and how a system affects a person based on privileges and disadvantages. Intersectionality has become a dividing line between left and right. Sexuality, disabilities, race, gender, and nationality are systems that are operating outside of you that can present a set of barriers that we use to analyze, determine and address social problems.

Black women don't have the privilege to just be black. Black and women interlock. Sojourner Truth made a speech saying "Ain't I a woman?". Husbands were supposed to work and make money while wives stayed home to care for the house and family. However that didn't include Truth who was a black woman. She was next to the men working and plowing the field. She didn't have the same rights and privileges. As a black woman she experienced misogyny differently from white women and racism differently from a black man. There have been laws created to prevent black women from getting treated and paid differently. However, society has made it so where black women would be paid less than a white person and black man.

Diversity and Multicultural Education

Diversity and multicultural education is important. Cultural diversity in schools and workplace is on the rise. According to Drexel University School of Education, in 2014, U.S. public schools hit a minority majority milestone with Latino, African-American, and Asian students having surpassed the number of white students.” With diversity rising, schools need to incorporate diversity in the lesson plans, they need to allow students to express their own experiences and culture, and practice cultural sensitivity.

Diversity

Diversity is involving people from different social and ethnic backgrounds, genders, age, sexual orientation, etc. Diversity is good for society. It brings new ideas and experiences. People can learn from each other about other culture, races, etc. Learning from each other can also prevent prejudice and misunderstanding. It will help us to recognize and respect each other. This can also help someone learn about themselves and value their own belief. It also shows you many different things that you may like. Diversity gives you different foods, medicines, ideas, and many more. It allows us to see the world in different ways.

Multicultural Education

Multicultural is relating to or the acknowledgement of several cultural or ethnic groups in society. “Multiculturalism stands as a challenge to liberal democracy” (Eagan 2021). All citizens should be treated equally but they are not. Society does not treat everyone as a whole. Everyone is born with rights but we are not protected against inequalities. We do not get equal opportunities. Multiculturalism allows us to recognize and respect cultural differences. We need to acknowledge and embrace the difference of people and the oppression they face. Society cannot continue to eliminate and suppress diversity and minorities.

The Need for Diversity

We need diversity around the world. It is important for society because it helps us to survive. Diversity leads to better health, work environment, and financially. Without diversity society would've never had an cultural expansion. Opening up to new thing can be hard and uncomfortable but it allows a person to open up and learn new things. It would allow them to understand themselves and other people. When learning or talking to someone who has a different culture background, you must have respect, understanding, tolerance, and dialogue. These characteristics will better yourself.

Respect

Respect is a way you treat someone. Show politeness to person when they are telling you about something from their culture. You must not only show respect through word but also through facial and body expression. Consider their feeling and show that you accept their different customs and cultures.

Understanding

Understanding is the ability to comprehend or learn something and being aware of someone else's feelings. You would need to have good judgment. When someone with a different culture background is telling you something you do not agree with, you need to understand that is how their culture is. When trying to understand someone you need to be a good listener, ask questions, and acknowledge them.

Tolerance

Tolerance is willingness to for something. You accept and allow other people's customs and beliefs. Be fair and accept them their ideals. Have an open mind and be considerate. This would help people live together peacefully.

A conversation between people. Conversation is a way to understand people. It would answer some questions or misunderstandings you may have. It is a good way to have resolve a problem.

Response to Black Women and Inequality

From the times of slavery, capitalism has been interwoven in the fabric of this country. Like a contract, loopholes will continue to be exploited. On August 3, 2021, we are suppose to celebrate Black Women's Equal Pay Day. However the name is deceiving but its not true. Instead of making what a man makes currently, being a female on a day like today you'll be making, his last year's salary. Black women earn .63 cents for every dollar that white women earn. Due to the pandemic, Black women have the most lost income, layoff, and reduced hour than men and most women. Constantly keeping them one step behind, while being told to keep up. Bills don't adapt to what you make, you adapt to the bill itself. Black women have the highest percentage of being the breadwinners for their families.

Depending on the state, black women cant even afford a two bedroom apartment. Black women also have to deal with the racial disparities in the U.S housing system. White people denied blacks access to wealth building opportunities. White people were taught "block busting" and "red lining" to deny black people of loans or mortgages refinancing and keep them out of white communities. Landlords would recommend a different house in a different community to applicants that were black. According to the U.S. Census, 1 in 5 renters likely to face eviction are Black women. People of color was continuously labeled and ill equipped to owning a home. They are forced to live in poor buildings and homes that are deemed unsafe and exposes them to certain toxins. This impacts their quality of life and makes it hard for them to provide for

themselves and their families. These black families living in these poor buildings can not afford good or any healthcare.

The Healthcare system has inequalities that impact people of color. This inequality leads to less health insurance coverage, uneven access to services, and poorer health outcomes. People of color are experiencing “illness and infirmity at extremely high rates and have lower life expectancy than other racial and ethnic groups”. The cost of health insurance is high which makes it difficult for people to afford it. Medicaid is a federal and state program that provides healthcare at little to no price to low income families. Black women are more likely to fall in the coverage gap, where they make too much to receive Medicaid but not enough to purchase insurance. NAM found that “racial and ethnic minorities receive lower-quality health care than white people—even when insurance status, income, age, and severity of conditions are comparable.” Black people are more likely to die because of their race than health issue than other races. Black women have maternal health disparities. They are more likely to experience a pregnancy related death than white some. Black women are also three time more to experience complications throughout their pregnancies than white women.

Black Lives Matter is a movement to fight against systematic inequality and police brutality on blacks. In 2020, “more than 40 percent of counties in the United States” participated in a Black Lives Matter protest to seek justice for black people. A black person has a higher rate of being killed by a cop and arrested for low-level offenses. BLM begun in 2015, after a innocent black teen named Trayvon Martin, was shot walking back home from a convenience store. During the protest, people would shout out the names of the innocent people who were killed by cops. BLM is fighting for all black people but we mainly hear the names of black men and not black women. People don’t know who Natasha Mckeena, Alexia Christian, Shelly Frey,

Rekia Boyd, and Aiyanna Stanley Jones is. These people were all wrongfully killed by cops but people don't know their names. According to Washington Post, in 2015, 250 women were killed wrongfully by cops, including 48 black women. These women are falling in the cracks because no one are talking about them.

Recommendation, Suggestions, Solutions

I believe society needs to change and we need to stop discrimination. It is not enough to focus on intentional discrimination but acknowledge implicit bias and address it. People judge black people before getting to know them. They are scared of us and don't want us to have power. We need to come together and get to know each other and hear our stories. School educates the kids about what black people went through in the past but they don't tell them how we still face many disparities and discrimination. Schools need to take more than a month to talk about black history.

I also believe we need to continue to support and fight with BLM. They are doing something amazing but they need to remember the black women as well. Black women need to be the same as black men and white women. BLM need to bring more awareness to those who were forgotten and tell their stories. The more that people see and hear, the more they would understand. We need to continue to rise and speak loudly.

The system needs to change. I believe we need to dismantle the system and start over. We need black people in the members of U.S Congress. We also need leadership support and people supporting us. Once black people are treated equal then we can come together and fix more things that is wrong with society. We need to add more diversity in society and certain communities. They would never understand us if they are not around us.

Conclusion

The systems and structures are in place to create and maintain racial inequality. The systemic racism creates disparities in our wealth, education, housing, and health care. The only way for society to change is if they listen and understand black people. People should be treated equally and have equal opportunities. It shouldn't matter who you are, what you look like, and how old you are. Isms are socially constructed to divide people. It is also created because people want to be in a dominate group. People want to feel higher than other. Unfortunately, this is something that will not change.

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