

BLACK WOMEN IN LEADERSHIP: THE COMPLEXITY OF INTERSECTIONALITY

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Introduction

Senior Civil Servants in the
Ministry of Justice



■ Women ■ Men



Black women tend to be invisible in leadership debates and literature, as 'women' has become synonymous to white women.

Conceptual Framework and Design

Using intersectionality theory and an organisational psychodynamic framework, black women leaders will share their experience of being black, woman, and leader in the Ministry of Justice UK, through interviews and a review of existing literature.



The onion layers are a metaphor for overlapping identities and illustrate how multiple identities influence black women leaders' experience, which tends to be omitted from leadership debates.

Research aims

- To examine the different strategies black women leaders deploy to challenge negative gender racial stereotypes.
- Understand the psychosocial defenses initiated to overcome opposition in a white male patriarchal organisation.

Discussion

White women face gender inequality, while benefiting from white privilege. Black men experience racism, but benefit from patriarchal systems. Black women share neither race nor gender with the dominant group. They encounter racism and sexism simultaneously, which act as a barrier for black women in the workplace.



Summary

The perspective of black women will enrich and provide a different angle to understanding the diversity of leadership.