

Jade Matthews

Final Project



For years educated women of color have dealt with issues surrounding sexism and racism in the work force. Deciding whether or not to hire someone based on race or gender is of course morally wrong and ignorant, but it is also economically the wrong move. Women and women of color have so much to offer employers, yet they are so overlooked. Why? When it comes to factors stemming from racism, a lot of this has to do with issues dating back to slavery and the civil rights era. During slavery, black men and women were not allowed to get an education and slave owners viewed us as uneducated and ignorant. Of course these feelings about black people carried on through out many decades, even after slavery ended. Most women in general have dealt with some form of sexism in the work force. This is because for years this social construct was fed to society that women are housewives, and that we only cook, clean and care for children. According to most men, we are not capable of doing work that requires a certain kind of power and leadership. Although there has been a lot of progress in the job market with hiring women and women of color, many women still face these issues daily.

What I Propose:

I believe we need more organizations similar to the Young Women's Christian Association and the National Council of Negro Women. I propose to create an organization open to all women, from all backgrounds and education levels. It will campaign and advocate for equality and fairness from employers and spread the word. This organization's focus will be to empower women to be their own bosses, start their own companies and excel in the workforce. It will offer job training, workshops on starting your own business, and will teach women how to handle sexism in the workplace. The organization will also help with direct job placements for women in their career fields. Services will be available 24/7 to members and it will be free of cost to join. It will start off with two locations in New York, then expand to having an outlet in each state where these issues are most prominent. The organization will be a non for profit and funding will come mostly from grants, federal funding and donations from supporters in the communities. Staffing will come from volunteers and established business women who can help run the workshops.