Here is the previous assignment to help with background

Topic: Single and Educated African American Women in the Workforce; Factors that Influence Happiness

**Topic Summary**

The U.S. Department of Education concluded that the largest population of a specific gender and race with a master’s degree are black women at 72%, present day. This comes as no surprise as previous years have confirmed that the educational attainment of black women has increased continuously over the past 30 years (Sharpe and Swinton 2012). Despite these accolades of educational success, there still appears to be a wide, persevering economic breach between different races. Black women are now outperforming not only men but women of all races in terms of completing four years of college (Reeves and Guyot 2017). Despite the educational success, marriage rates are declining for black women across the educational spectrum. A black woman with an undergraduate degree aged between 35 and 45 is 15 percentage points less likely to be married than any woman of any race without an undergraduate degree (Reeves and Guyot 2017). Though the focus here is master’s degrees and the previous point specifically named an undergraduate degree, there is great conviction that this statistic could be the same or greater for this population, which can only be answered through research. Research will lead to achieving an understanding of why educational success does not parallel with marriage and family for this increasing population. The differences in rates of marriage may in part be due to an innumerable of reasons. One study suggested that it was because there was a shortage of “marriageable” black men, itself a result of early deaths and high rates of incarceration (Reeves and Guyot 2017).

This topic is worthy to be explored as it could potentially increase the number of master’s degree educated women lending their leadership abilities and skillsets into the workforce if it somehow identifies ways to be successful and happily in love simultaneously. While everything appears to be clean cut and an easy way ahead, there are a great number of problems in this area that could interfere with a contribution to a theory. Particularly, finding other black women who would openly discuss what appears to be a failure, the perception of negative exposure, and research already concluded on this topic just in a different aspect (Ashley, 2014). Lastly, being able to create correlation between educational success and relationship contentment.The question I hope to research and potentially answer is;Are black women more generally less likely to be married regardless of educational attainment or do marriage rates plummet as educational attainment increases?

**Annotated Bibliography**

**Bibliography on The Evolution of Black Women’s Role**

Ashley F. (2014). Renegotiating the “African Woman”: Women’s Cultural Nationalist Theorizing in the Us Organization and the Congress of African People, 1965–1975. Retrieved from [https://static1.squarespace.com/static/593ae38a893...](https://static1.squarespace.com/static/593ae38a893fc0b4abca1402/t/594c11e920099efbc572f111/1498157546038/Farmer-+Renegotiating+the+African+Woman+.pdf)

This article takes an historical approach to the rise of the African woman in terms or roles, race and ideologies that make them one of the most successful persons in today’s education system. Ashley farmer reviews the chronological rise off movements that advocated for the inclusion of women rights in socio political affairs. This is perhaps a narration of how gender equality ideologies arose. The article paints a picture of struggle against male domination which had long inhibited the rise of women in education and economic matters.Ashley’s work revolves around three main organizations or rather movements which led the forefront in advocating for women rights. These organizations are the Kawaida Movement, the Us Organization, the Congress of the African People (CAP) and the Committee for Unified Newark (CFUN) which redefined the marginal roles of women in an attempt to establish balance in gender constructs. Led by Amin Baraka and Maulena Karenga, these organizations established the foundation through women todayhave risen to recognizable levels.This source creates a background for my study. It helps us to understand the evolution of the roles of a woman from the marginal roles defined in the Kawaida doctrine to the current success of the black woman in education.

**Bibliography on Black Women in Education**

Reeves R.V., and Guyot K. (2017). Black Women are earning college degrees, but that alone won’t close the gap. *Brookings.*Retrieved from [https://www.brookings.edu/blog/social-mobility-mem...](https://www.brookings.edu/blog/social-mobility-memos/2017/12/04/black-women-are-earning-more-college-degrees-but-that-alone-wont-close-race-gaps/)

This article attempts to explain the disparities in wealth and marriage rates brought about by college education. The authors, Reeves and Guyot are renowned personalities in social sciences having won many awards. The article establishes the fact that college education is still not means to resolve racial gaps as most people believe. It points out that the economic gaps between both black and white undergraduates is still wide with the whites at the top of the board. This, they explain, is caused by some challenges that are still faced in black households. These challenges are identified as discrimination, subpar education and racial discrimination.The article presents statistical data from well-established source which show that white graduates still excel in employment opportunities given the same college degree. The statistics also put black women above black men in terms of who is likely to complete their college degrees in four years. In any case, Reeves and Guyot seem to believe that this not only affects the wealth gap but also marriages. Black educated women are looking for equally educated men who are hard to find. This text is relevant to this study in the sense that we get to see the origin of the deviations in wealth gaps as caused by education.

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Ricks S.A. (2014). Falling through the cracks: Black girl’s Education. International Journal of Teaching and Learning. Vole 4. Issue 1. Retrieved from <https://files.eric.ed.gov/fulltext/EJ1063223.pdf>

Shawn Arango Ricks is an associate Professor at the Winston Salem State University. This article presents her views on why black girl’s education has been underdeveloped in the past. She points out that the needs of the black girls have been neglected more so in the education sector. The issue of post racialism is also discussed as it points out the impact of President Obama’s election on black girl education. While Obama’s election may have meant a turning page for racial issues, it is still clear that the African American population celebrated a victory over racism without since they were being racist in their celebration. She goes further ahead top point out Obama’s election had no direct negative impact on black’s education, but the post racialism issues did. Falling through the cracks is a coined phrase that describes the struggle of the black girl through the education system. Falling through the crack means that black girls had to put aside attitudinal and behavioral characteristics that bordered the black culture. They assumed a neutral personality which enabled them to flourish in education.This text is relevant to this study in the sense that it highlights the struggles undergone by the black woman in rising through the ranks of education.

Steele T. (2017). Retaining Black Female College Students: The Effects of Meritocracy on Their Ideas of Success. College Student Affairs Leadership. Vol. 4. Issue 1 Retrieved from [https://scholarworks.gvsu.edu/cgi/viewcontent.cgi?...](https://scholarworks.gvsu.edu/cgi/viewcontent.cgi?article=1051&context=csal)

In this article, the success of the black women at college level is established. The article provides some statistics which are essential to the development of this study. The article goes on to affirm the fact that the number of black women graduating is still higher than that of black men but lower than that of white and Hispanic women. This is a positive indication that the black woman is progressing. Most importantly, the article tries to bridge the gap between black woman’s college success and white woman’s college success. Steele describes the ability of the white woman to assimilate to required institutional values and norms as a major reason for their success. The ideal character a black woman is campus is brought out as sensitive, friendly, cooperative and loyal. This goes against gender stereotypes that are tied to the black woman which include; aggressiveness, loudness and unfriendliness. Most non-black people view the black woman as a force to be reckoned with. This article helps to build on the character of the black woman to establish the reasons behind their success in both education and the workplace. The article is therefore reliable for conducting the above study on African American women.

Bartman, Cynthia C. (2015) "African American Women in Higher Education: Issues and Support Strategies," College Student Affairs Leadership: Vol. 2: Iss. 2, Article 5. Retrieved from <http://scholarworks.gvsu.edu/csal/vol2/iss2/5>

This article recognizes the fact that colleges and other institutions of higher learning are continuously churning out black women graduates. Unfortunately, statistics still show that the in an equal population of both black and white women, black women till produce less graduates. This should not dispute the fact the number is rising. This article attempts to explain the reason why such disparities in numbers still exist and gives recommendations as to how to balance the figures. The article identifies gender gaps, marginalization issues and lack of black professionals as the main reasons why the number of black women graduates still falls below that of white women. The recommendations given by this article do not directly attempt to solve the problems but give a wider path through which solutions to these problems can be reached. Some of the recommendations include; establishing social capital to support the education of black women, mentorship and counseling. The article serves to widen the scope of study on black women education which is will be used to understand performance in the workplace. By studying the process of college, we get to see how black women cope with both personal and societal factors to reach the highest ranks in academic fields.

**Bibliography on Impact of Women Studies’ on African American Women**

Blakemore E. (2017). How Women Studies’ Erased Black Women. *JSTOR.*Retrieved from [https://daily.jstor.org/how-womens-studies-erased-...](https://daily.jstor.org/how-womens-studies-erased-black-women/)

This article by Eric Blakemore is posted in one of the most renowned scholarly sources African American literature. The article describes the overshadowing of the white women through the Women Studies’ movement. The women Studies wereestablished by white women while fighting for both white and heterosexual women rights, this movement brought about radical changes in how women were perceived in the American society. Blakemore points out that the Women Studies’ movement overshadowed the African American woman since the most proactive persons in the movement were white women. However, a picture at the beginning of the post shows a black woman holding a banner that say “remember white women voted for trump” with three white women in the background, the message in the banner is a clear indication that white woman no longer overshadows the black woman. In any case the Women Studies’ movement can no longer silence the voices of the African American woman. This shows the ability of the African woman to overcome stigma and rise above both the white woman and male domination. The article prides its strength in expressing the black woman domination. However, it fails to capture clearly how this domination has come about. The Women Studies’ is perhaps a smaller scope compared to the expansiveness of the topic in question.

**Bibliography of Challenges Faced by Black Women in Technical Fields**

Ebony O. McGee & Lydia Bentley (2017). The Troubled Success of Black Women in STEM, Cognition and Instruction, 35:4, 265-289.Retrieved from <http://dx.doi.org/10.1080/07370008.2017.1355211>

DOI: 10.1080/07370008.2017.1355211

The authors of this article undertake a study to determine the interpersonal characteristics which make black women excel in sciences, technology, engineering and mathematical fields. This success is measured against resistant factors such as structural racism, gender biasness and sexism. Women have always have been termed as too weak to undertake studies in STEMfields. However, the rise in the number of women, especially black women undertaking these studies necessitated the writers of this article to undertake the study. The main argument raised in the article is that of resilience. While resilience can be shown young persons, the level of it in black women cannot go unnoticed. The authors take note that perhaps the situational factors that inform the lives of this women are to cite for their stringer will to excel. Such factors include; high educational self-esteem, perseverance and optimism and socio-economic backgrounds.Like the previous article, this article introduces another concept of character, except in this one, we get to see how resilience causes black women to succeed in fields that are considered nightmares. The shortcoming of this article is that it only looksat black at the tough fields, that is STEM, yet there are other women who have equally excelled in other fields.

Hirayama M. and Fernando S. (2018). Organizational barriers to and facilitators for female surgeons’ career progression: a systematic review. *Journal of the Royal Society of Medicine*. Retrieved from [https://www.ncbi.nlm.nih.gov/pmc/articles/PMC61463...](https://www.ncbi.nlm.nih.gov/pmc/articles/PMC6146338/pdf/10.1177_0141076818790661.pdf)

Fernando and Hirayama article are based on organizational barriers of women’s excellence in the field of surgery, a male dominated career. The main organizational factors identified in the article pertain to career structure which disorients the traditional role of the woman in the family. Secondly, the fact that the field is dominated by men whose characters may show traits of chauvinism is evidence enough to show that women taking careers as surgeons are undergoing a lot of problems. This can be linked to the gender stereotypes built in African American societies which place the woman at the center of the home rather than in a career field. Another approach to explaining the barrier is that of family conflict. Surgery as a profession requires that a woman should sacrifice a lot of things including family to excel. This is due to the long period of study and lengthy shifts. This is not a problem to the male in the career since their roles are that of a provider and not care givers.Even though the article fails to mention black women, it is presumable that the issues raised by the article cut across all women in the society regardless racial and ethnical backgrounds. This is a neutral perspective of the challenges undergone by the woman in a specific workplace.

**Bibliography on The Black Woman in a Social Context**

Wendy Reynolds-Dobbs

Matthew S. Harrison

Wendy Reynolds-Dobbs

Kecia M. Thomas

Matthew S. Harrison

Wendy Reynolds-Dobbs

Kecia M. Thomas

Matthew S. Harrison

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Matthew S. Harrison

Wendy Reynolds-Dobbs

Kecia M. Thomas

Matthew S. Harrison

Dobbs R.W., Thomas K.M, Harrison M.S.(2015). From Mammy to Superwoman: Images That Hinder Black Woman’s Career Development..*Sage Publications*. Journal of Career Development.

This article highlights the struggles undergone by the back woman in the work place. These are mainly gender stereotypes which describe the black won in four different views. The bad stereotypes list the black woman as ether The Jezebel, the Sapphire, the Mammy or the Crazy Bitch. On the bright side, one stereotype views the black woman as an achieving superwoman. The main argument in this article is that black women face a double-edged discrimination which is based both on gender and racial minorities. However, it also takes note of the fact that black women are the most dominant populations among the female when it comes to occupying top executive positions in large organization. This can be attributed to their “tough skin”.The article also points out challenges undergone by the black woman in the workplace. These include; questioning of their credibility and authority by the male population, lack of support and shortage of role models.This work is instrumental in understanding the performance of the black woman in the workplace. The strength of this article is that it brings out both strengths and weaknesses encountered by women in the work place hence it enables a flexible analysis of the performance of the black woman in the work environment.

**Bibliography of The Black Woman in the Workplace**

Cheeks M. (2018). How Black Women Describe NavigatingRace and gender within the Workplace. *Havard Business Review*. Retrieved from [https://hbr.org/2018/03/how-black-women-describe-n...](https://hbr.org/2018/03/how-black-women-describe-navigating-race-and-gender-in-the-workplace)

The highlight of this article is that it is written by a black woman who is seems to be in the same phase as other women in the workplace. Sparked by surrounding factors, Maura Cheeks attempts to establish the problems undergone by other women in the workplace. She interviews 10 women of color who all cite racial and gender discrimination in their workplaces. For instance, she points out that a woman refused to take a job at the white house during president Obama’s tenure because she felt out of place. Black women are sidelined in their workplaces which raises both mental and interpersonal effects. This cannot be good for the workplace since it lowers productivity. According to Cheeks, a black woman’s work is scrutinized and judged more than other others in the workplace. Additionally, a black woman in a white dominant workplace feels throttled and may not express herself freely as she would in front of friends and family. This article places the woman in the exact place that would enable us to evaluate her performance in the workplace. This is far from college and social surroundings. This article gives a close up look on how the black woman copes in a white dominated workplace.

**Bibliography on The Black Woman and Marriage**

Davis G.C. and Rackin H. ( 2014). Marriage or Carriage? Trends in Union Context and Birth Type by Education. DukeSpace Library. Retrieved from [https://dukespace.lib.duke.edu/dspace/bitstream/ha...](https://dukespace.lib.duke.edu/dspace/bitstream/handle/10161/12434/Marriage_Carriage.pdf?sequence=1)

The authors of this article set out to explain why birth rates have dropped in the African American population more than the white population. This they attempt to explain through birth practices that have taken a toll in the US population over the past decade. It has been established that most births have taken place out of the context of marriage with the number of single mothers increasing yearly. When worked back, the statistics show that most single mother are educated persons who have sought an independent life in the pursuit of happiness and the so-called freedom. The authors therefore identify increase in knowledge as a deterrent factor among the female black population.Most marriages were built through cohabitation rather than following official marriage procedures. The article establishes that the trend has worsened since the cohabitation rates have also reduced. Most modern couples or rather single women have sought surrogate means to raise babies instead of copulation. Perhaps this is an effect of education or changes in interpersonal characteristics where African American couples fail to find trust in each other. This article gives a picture of the marriage dilemma that exists in African American homes and explains the tendency to go for carriage rather than marriage when it comes to child birth.

NCBI (2015). Married Black Men’s Opinions as to Why Black Women Are Disproportionately Single: A Qualitative Study. *NCBI*. Retrieved from [https://www.ncbi.nlm.nih.gov/pmc/articles/PMC44658...](https://www.ncbi.nlm.nih.gov/pmc/articles/PMC4465800/pdf/nihms688642.pdf)

This study takes a unique twist in the topic by looking at the issue of marriage from the other side of the divide. Why are black women adamant to marry? This is the paraphrase of the question raised by the authors of the article. However, instead of going to the black woman, to retrieve an answer, the study turns to the opposite side, the black men. What do they think are the reasons as to why black women are adamant to get married? The study involves fifty black men who are fed with questions and the results are formatted to from the content of this study. The article identifies education and employment as one of the top reasons cited by black men in response to the question above. The fact that some black women are more educated and earn better income than their male counterparts is scares men away. Not only does it scare men a way but also creates a sense of independence for most black women. They therefore end up marrying late or not marry at all. Other factors cited by the men under study include imbalance in sex ration, incarceration of most black amen and personal traits developed by women which show anti-marriage ideologies.

Kuo J.L.C. and Raley R.K. (2014). Is It All About Money? Work Characteristics and Women’s and Men’s Marriage Formation in Early Adulthood. *Journal of Family Issues*. Retrieved from <https://doi.org/10.1177/0192513X14530973>

This article argues out that occupational autonomy of women in today’s society can be attributed to the increase in divorce rates and the decline in marriages. The reason being that black men in their late 20’s with no financial stability are intimidated by the income of their counterparts around the same age. Therefore, the article raises the question, are marriages all about money? The rapid shift in gender roles which has placed women at the position of breadwinners can also be termed an intimidating factor to most men in existing marriages or men looking to marry. In a nutshell, this article attempts to explain that the foundations of marriage have changed and unfortunately, they are quite irreversible. The black woman has gained mileage over the black man to become more dominant financially. This is perhaps an indication of the decline in happiness in most black women lives. The religion and cultural determinants no longer hold, and marriages cannot thrive on them anymore. The long-termeffect is that women with master’s degree or even bachelor’s degree end up marrying in their forties when they are approaching menopause. This is because their ideology of the perfect mate has changed; they are looking for someone with an equal or greater intellectual capability who has probably settled into a successful marriage.

**Bibliography on The Black Woman in Leadership**

Williams D.V. (2015) Self efficacy of African American Women in Leadership Roles. *Walden Dissertations and Doctoral Studies.*Retrieved from [https://scholarworks.waldenu.edu/cgi/viewcontent.c...](https://scholarworks.waldenu.edu/cgi/viewcontent.cgi?article=2218&context=dissertations)

This is a dissertation article that describes the success of African American Women in leadership through the comparison of three main factors which are; self-efficacy, conservation of resources and locus of control. The author believes that these three factors are the most employed by most women who have succeeded in leadership roles. She also acknowledges the fact the path of leadership for women- especially black women- has not been smooth and reiterates that this has not hindered women from excelling in leadership. This is a full research that aims to identify the strength factors that have led women to fight male domination in leadership positions. In self-efficacy, the author defines this as the ability of a person to succeed in specific situations. In my opinion, this borders on the self-belief and the self-esteem of the person in question. Women need to employ efficacy which not only borders on interpersonal skills but also spirituality. Conversion of resources is an approach to converting both personal and physical attributes into elements of success. This requires a woman to be in control of her attitude, behavior and character for a successful role at leadership. Lastly, the locus of control promotes the belief that as a black female leader, you can control the outcomes of common events.

**Bibliography on the Black Woman’s Happiness and Wellness**

Stevenson B. and Wolfers J. (n.d.) The Paradox of Declining Female Happiness. Retrieved from [https://law.yale.edu/system/files/documents/pdf/In...](https://law.yale.edu/system/files/documents/pdf/Intellectual_Life/Stevenson_ParadoxDecliningFemaleHappiness_Dec08.pdf)

In this article, the authors explore the decline in happiness based on the gender gap and the social and economic statuses of persona in the United States. They term the decline as a paradox in the sense that some factors have contributed to the wellness of the female population. These factors include; reduction in gender wage gap allowing women to relatively the same or more than women, educational attainment which has been emphasized enough in this research, control over fertility (use of birth control pills) freedom form domestic chores through the introduction of technological solutions to physical chore households.Despite all the above-mentioned factors, statistics presents in this article show that black women are less happy than their male counterparts. The factors above point towards both emotional and physical well-being among black women. The article fails to give propositions as to why this is the case. In my opinion, the fact that black women have become autonomous has led them to develop derogatory traits towards establishing good foundations of happiness which is mostly relationships. Trust issues, past painful experiences and infidelity have caused women to stay in solitude which explains the paradox. However, the article contributes to this study by giving statistical data happiness enabling us to place value on the well-being of black women.

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Ashley, W. (2014). The Angry Black Woman: The Impact of Pejorative Stereotypes on Psychotherapy with Black Women. *Social Work in Public Health*, *29*(1), 27–34. [https://doi-org.proxy1.ncu.edu/10.1080/19371918.20...](https://doi-org.proxy1.ncu.edu/10.1080/19371918.2011.619449)

Reeves, R. V., & Guyot, K. (2017, December 08). Black Women are Earning More College Degrees, but that Alone Won't Close Race Gaps. Retrieved December 8, 2018, from [https://www.brookings.edu/blog/social-mobility-mem...](https://www.brookings.edu/blog/social-mobility-memos/2017/12/04/black-women-are-earning-more-college-degrees-but-that-alone-wont-close-race-gaps/)

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