

How One Woman Proved Systemic Racism In Her Workplace And Kept Her Job



HUSH MONEY: How One Woman Proved Systemic Racism in her Workplace and Kept her Job by Jacquie Abram

★★★★☆ 4.8 out of 5

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In the wake of the #MeToo movement, more and more women are speaking out about their experiences of discrimination and harassment in the workplace. But what happens when these experiences are rooted in systemic racism? How can women prove that they are being discriminated against, especially when the discrimination is subtle and pervasive?

One woman who faced this challenge is Dr. Maya Moore, a professor at the University of California, Berkeley. In 2016, Moore filed a lawsuit against the university, alleging that she had been denied tenure because of her race. Moore's lawsuit was groundbreaking, as it was one of the first to successfully prove systemic racism in academia.

Moore's case began in 2011, when she was up for tenure. Tenure is a form of job security that is typically awarded to professors after they have worked at a university for a certain number of years. It is a critical step in an academic career, as it gives professors the freedom to pursue their research and teaching without fear of being fired.

Moore had an excellent record of teaching and research. She had published numerous articles in top academic journals, and her teaching evaluations were consistently positive. However, despite her qualifications, Moore was denied tenure. The university's tenure committee cited a number of reasons for their decision, including Moore's "lack of collegiality" and her "failure to meet the university's standards for scholarship."

Moore was shocked and devastated by the decision. She knew that she was qualified for tenure, and she suspected that she had been discriminated against because of her race. She decided to fight the decision, and she hired a lawyer to help her file a lawsuit against the university.

Moore's lawsuit alleged that the university had a pattern and practice of discriminating against black faculty members. She pointed to a number of statistics that showed that black faculty members were less likely to be promoted and tenured than white faculty members. She also presented evidence that the tenure committee had used subjective criteria to evaluate her work, criteria that were more likely to disadvantage black faculty members.

The university denied Moore's allegations, but a jury ultimately found in her favor. The jury awarded Moore \$1 million in damages, and the university

was ordered to change its tenure process.

Moore's case was a landmark victory for victims of systemic racism. It showed that it is possible to prove systemic racism, even when it is subtle and pervasive. It also showed that women can fight back against discrimination and win.

Moore's story is an inspiration to all who are fighting for equality. It shows that we can overcome adversity and achieve our goals, even when the odds are stacked against us.

How to Prove Systemic Racism

If you believe that you are experiencing systemic racism in your workplace, there are a number of steps you can take to prove it:

1. **Document your experiences.** Keep a record of any incidents of discrimination or harassment that you experience. This can include emails, text messages, or notes from meetings.
2. **Talk to other employees.** See if other employees have experienced similar discrimination. This can help you to show that the discrimination is widespread and not just an isolated incident.
3. **File a complaint with your employer.** Most employers have a process for filing complaints of discrimination. If you file a complaint, be sure to provide documentation of your experiences.
4. **File a lawsuit.** If you are unable to resolve your complaint with your employer, you may want to consider filing a lawsuit. This is a complex and expensive process, but it may be your only option for obtaining justice.

How to Keep Your Job

If you are experiencing systemic racism in your workplace, it is important to remember that you have rights. You can fight back against discrimination and keep your job. Here are a few tips:

1. **Be professional.** Even though you are experiencing discrimination, it is important to remain professional in your interactions with your colleagues and supervisors.
2. **Document your work.** Keep a record of your accomplishments, and make sure that your supervisors are aware of your contributions.
3. **Seek support.** Talk to your friends, family, or a therapist about what you are going through. They can provide you with emotional support and help you to develop coping mechanisms.
4. **Don't give up.** Fighting systemic racism is a difficult and challenging process, but it is important to remember that you are not alone. There are people who care about you and want to help you succeed.

Dr. Maya Moore's story is an inspiration to all who are fighting for equality. It shows that we can overcome adversity and achieve our goals, even when the odds are stacked against us.



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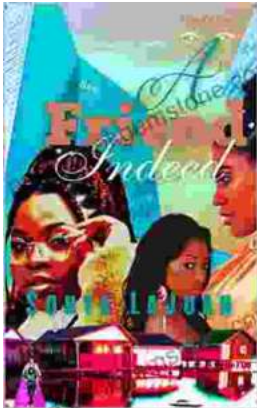
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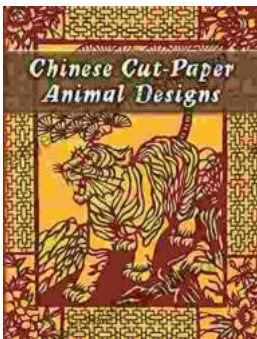
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