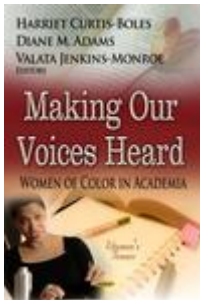


## **Anchored and Linked: Women of Color Write About Life in the Academy**

A review of



### **Making Our Voices Heard: Women of Color in Academia**

by Harriet Curtis-Boles, Diane M. Adams, and Valata Jenkins-Monroe  
(Eds.)

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Reviewed by

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*Making Our Voices Heard: Women of Color in Academia* edited by Harriet Curtis-Boles, Diane M. Adams, and Valata Jenkins-Monroe is a rich tapestry of stories written by women who are African American, Asian, Latina, and Native American. Some were born in the United States, and others immigrated from Japan, Guatemala, Mexico, and India. The thread running through all 14 chapters is their strong commitment to be respected and productive members of the academy.

Scholarly personal narrative and critical race theory were the guiding structures for the chapter authors. Writers using scholarly personal narrative are encouraged to engage in self-disclosure through self-examination and instances of insight; it is important that the content be honest and accurate in the recounting of events. Critical race theory dates back to the 1970s and had its origins in the law. It examines issues related to power and privilege

that can result in differences in treatment. Marginalized persons are encouraged to engage in “counterstory telling,” which is a way of both correcting and expanding the dominant narratives in society.

The three editors in a conclusion chapter have summarized the common themes in the various chapters: challenges and struggles; themes and values; authenticity and integrity in adhering to personal values; empowerment through social action, resistance, and awareness; intergenerational connection, commitment, and responsibility to honor family, community, and past generations; connections through providing and being in supportive and affirmative relationships; and, finally, surviving and thriving.

Challenges are to be expected. But challenges and struggles that have racial and gender overtones can be very difficult to manage, given that intense feelings are frequently generated. Anchoring and links are critical for survival. Anchoring is based on personal values, having knowledge about social justice issues, and taking the time to understand what has happened. Links include connections to family (current and past), friends, and colleagues. Finding ways to sustain viable levels of anchoring and links is a major task for the women of color.

The level of disclosure is remarkable. It is unusual to read biographical material that is so forthcoming. The fact that this is the case may possibly lead to more open discussions about experiences in the academy. The women of color who will read this book will be quite varied along several dimensions. For women of color who are currently in the academy, some stories will be the same as or similar to their own stories. Reading the book may validate their experiences as well as provide the opportunity to compare and contrast their reactions and responses to those incidents presented in the book. One goal may be to ascertain if there might be more effective strategies, for example, consultations and alternative ways to conceptualize the situation.

This is a heterogeneous group of women with within- and between-group (racial–ethnic) differences. The women are at different institutions of higher education, and they have arrived at these places at various stages in their careers. The book could be the basis of a meeting of women of color who can develop a support system based on their discussion of the book. Creating mentoring networks may meet their needs, given that they may be scattered across campuses. They may discover that although there are differences, the similarities in terms of challenges can stimulate the development of supportive relationships. As each story stands alone, it is difficult to draw conclusions about what works across groups.

Another group of women of color would be those who plan to have careers in the academy. Many of them will not have had the experience of the civil rights movement and other liberation experiences that contributed to the development of a social justice mind-set for several of the women in the book. The younger women may feel that race and gender are no longer major variables in the lives of women of color in the academy or that it is best to ignore issues that relate to race and gender in order to be successful in the academy in a

presumed posttrace era in the United States. The recommendations at the end of the chapters may be a starting point for them; for example, reviewing all the recommendations before reading the narratives might persuade them to carefully think about the experiences presented in the narratives.

Women who are not of color may read the book to help them better understand how to be allies in their relationships with colleagues who are women of color. The narratives can provide information about the experiences of women of color that may be unknown to them. Although being of color may be disadvantageous, some of the coping strategies enacted are nimble and creative. As one author noted, being at the margins can be used to one's advantage.

The emphasis on mentoring is important for both current and aspiring members of the academy. Although mentoring has been presented as a one-on-one vertical relationship, it is now seen as having multiple models. Both senior and junior faculty may engage in peer mentoring both on campus and via e-mail. They may create mentoring networks that include faculty who have been in the academy for different periods of time and who are in different disciplines. It is clear that isolation is a place of vulnerability for women of color. Reaching across differences is encouraged as well.

Managing the demands placed on women of color in the academy means balancing supporting the next generation and working on one's scholarship. Having a trusted mentor will help keep activities in perspective so that the woman of color's service does not outstrip her scholarship. Scholarship is critical for longevity in the academy.





For those who feel that women of color are hypersensitive and exaggerate their experiences, reading two articles might help them place the narratives into perspective. The now-classic *American Psychologist* article on microaggressions (Sue et al., 2007) might prepare readers to consider the reality of microassaults, microinsults, and microinvalidations. Dovidio, Gaertner, Kawakami, and Hodson (2002) on interpersonal biases and interracial distrust would be another source of information from the field of social psychology.

Stereotype threat, which is discussed by Claude Steele (2010) in his book *Whistling Vivaldi and Other Clues to How Stereotypes Affect Us*, is not addressed directly in the book but may add to the stereotype discussion. Finally, one of the writers, Shorter-Gooden, has coauthored the book *Shifting* (Jones & Shorter-Gooden, 2003), which addresses how some Black women manage moving in different arenas by shifting to preserve their equilibrium.

This edited work provides the voices of a few women of color but speaks volumes about the challenges of pursuing a career in the academy. It will stimulate discussions and even produce some disagreements. It is important that one area of silence no longer exists. Thriving and surviving are possible for women of color in the academy if they pursue anchors and links.

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Color quite literally colors the way we view our world. Here's an in-depth look at what various colors symbolize in cultures around the world. It's still linked to wealth in the modern day because it was once extremely expensive to produce purple fabric. Just one gram of Tyrian purple needed nine thousand small mollusks to produce. The hue took its name from Phoenician trading city of Tyre where it first manufactured, and the only city in the world where it existed. The color was soon linked with the imperial classes of Rome, Egypt, and Persia, as only the rich and powerful could afford it. Because these ancient rulers were often thought of as gods, purple also came to be seen as a holy hue. Image via mario confente. Blending the pri The National Girls and Women of Color Council, Inc. is holding open submissions for personal stories, poems, essays, excerpts, and other short stories to be featured in an upcoming anthology, Our Voices Our Stories: Advancing, Celebrating, Embracing and Empowering Girls and Women of Color. Editors, Dr. Julie Jung and Dr. Donnataria Culbreth. Mar 19, 2020 - Helping busy women prioritize & streamline their lives to make time for what matters most. See more ideas about Make time, Kayse pratt, Motherhood encouragement. What Every Mom Really Needs - Anchored Women. If you hide in the bathroom every now and then, just to find 5 minutes of QUIET in the midst of the noise of ALL THE CHILDREN, this is for you. Raising Godly Children Raising Kids Bible Videos For Kids God Centered Relationship Christian Videos Christian Women Christian Living Family Bible Study Pregnancy First Trimester. About five years ago, I went to a writing conference with a book proposal in my hand and hope in my heart. I wanted to be a writer.