When Black Girl Magic Isn't Enuf:

Gendered-Racial Battle Fatigue and the Experiences of Black Women Advisors & Administrators

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Presentation Outline

1. About the Presenters
2. Context & Purpose
3. Gendered-Racial Battle Fatigue
4. Table Topics
5. Next Steps
About the Presenters

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Disclaimer

- Black women are not a monolithic group
- This presentation is situated in the context of literature and the lived experiences of the presenters.
For Colored Girls...
The Paradox of Success

- What is #BlackGirlMagic?
- Is #BlackGirlMagic the same as the ‘Strong Black Woman’ Schema?
- Is #BlackGirlMagic good or bad?
Why does this matter?

- Increase in demographic changes in student population/Society
- Intersectionality (Gender & Race)
- Gendered-Racial Battle Fatigue (GRBF)
"Just Because We're Magic Doesn't Mean We're Not Real"

Jesse Williams
Challenges for Black Women Professional Advisors & Administrators

- Imposter Syndrome
- Gender Gap
- Being the Only/Tokenism
- Current events
- Isolation
- Lack of/limited mentorship
- Combating societal stereotypes
- Othermothering
- Institutional Differences
- Lack of social capital
- Gendered Racism/
Intersectionality
Table Topics
Having a Seat at the Table

- Struggle to find affirmation in these spaces
- Experience difficulty finding language and strategies that confront racism in a healthy way
- Feel marginalized and find that their ideas, programs, and research is discredited especially if it concerns minority issues
Navigating the Workplace

- Conforming to social norms professionally and socially
- Stereotypes and microaggressions
- Pressure to outperform colleagues
- Lack of recognition for achievements or contributions to the workplace
Othermothering for our Students

- **Guiffrida (2005)** coined the term “othermothering” and provides additional insight in understanding the unique relationship between African American mentee’s and a mentor.

- Emphasizes their need to find support from others that were not their family.

- ‘It takes a village to raise a child’

- Care-sickness and guilt as a result of Othermothering
Coping with Mental Health

● **The Facts**
  ○ Depression is leading
  ○ Black women vs. White women

● **Warning Signs**
  ○ Strong Black Woman Schema
  ○ Performing Strength
Coping with Mental Health

- Practicing Wellness
  - Release the guilt
  - Make yourself a priority
  - Practice mindfulness
  - Avoid suppressing your emotions
  - Develop self-compassion
  - Seek professional help as needed
What does all this mean for Black women advisors and administrators?
Black Women Action Items

- Unplug & say no
- Find solace in sisterhood
- Celebrate the small victories
- Find/be a mentor
- Be authentic and unapologetic
- Let them see you sweat
- Protect your mind and your peace
Action Items for Non-Black Women

- Know when to be an ally and when to be an accomplice
- Accept that some spaces are not for you...and that is ok
- Avoid silencing Black women
- Educate yourself... DO THE WORK!
- Check your preconceptions and biases
- Check in on the Black women in your workplace
  ...and if you don’t have any Black women on your team then get some.
.....Rainbows only come after storms.
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