



Contribution ID: 90

Type: **Invited talk**

Unethical Behaviour in Academia: Ain't Women of Color Women?

Thursday 18 September 2025 10:50 (25 minutes)

Black US law professor Kimberlé Crenshaw coined the term intersectionality in 1989. Birthed from the Black Feminist movement, intersectional feminism aims to eliminate discrimination across the board, not just against women. Intersectionality describes simultaneous multiple discrimination on the basis of gender, race, ethnicity, age, class, and disability, making it a useful tool for analysing diverse realities. Koa Beck (2021) points out that white feminism did not emphasize these categories because it “ [...] focused on achieving gender equality, thereby emphasizing individual accumulation, capital, and individuality rather than the redistribution or reconsideration of power”. Accordingly, “white feminism overlaps with white supremacy, classism, and transphobia.”

It is common for women of color to experience racism and sexism simultaneously in their careers, as a result of racism and sexism intersecting. On the one hand, because patriarchy is based on masculinity and binary gender roles, it oppresses women and nonbinary people in general, denying them autonomy over their bodies and self-determination.

On the other hand, a white perspective and white experiences are typically reflected in the prevention, reporting, and sanctioning of sexual violence. Furthermore, women of color are underrepresented in university settings.

In light of these factors, we assess the specific impacts of unethical behavior in academia on women of color.

Primary author: UWERA, Francine

Presenter: UWERA, Francine

Session Classification: Parallel

Track Classification: Equity, ethics, and empowerment