



White Women Advocates – The Intersectionality of Inequality

Description:

As with all organizational imperatives, the fight to end systemic racism needs to be led from the top and be informed by all employees, especially women of color who have been historically and systematically marginalized. It will discuss on how data is key in creating sustainable systemic change (internally and externally). Companies spend billions of dollars annually on diversity, equity, and inclusion efforts, but the results are slow.

In the last few years, women's voices have been crucial. From the #MeToo movement to the women's marches to the historic wins in 2018 elections to being on the front lines combating COVID-19, women are speaking out and engaging in the world in positive new ways. However, the issues are very complicated in creating real change. White women must address how they perpetuate the systems that block women and people of color from having real power. Being let into the white man's world without changing any of the underlying rules of how it operates will result in the same thing: power systems that default to white male leadership and keep systemic racism and sexism in place.

The panel discussion will revolve around how white women can be better advocates to women of color and create real change in corporate America.

Reference Materials:

- [The intersectionality wars](#)
- [What Happens when White Women Becomes the Face of Diversity](#)
- [Do Your Diversity Efforts Reflect the Experiences of Women of Color?](#)
- [Dear white women: Here's how to step up for women of color](#)
- [How corporate America's diversity initiatives continue to fail Black women](#)
- [It turns out women of color aren't exactly 'benefitting' from diversity initiatives](#)
- [How White Women Can Be Better Black Lives Matter Allies](#)
- [Women are advancing in the workplace, but women of color still lag behind](#)
- [Women Of Color and White Women Attorneys Find Common Ground](#)
- [Black Women Leaders: Navigating the Intersection of Gender and Race](#)
- [It's Not Just a "Black Thing:" Black Women in the Law and Issues of Double Identity and Discrimination](#)
- [ABA: Visible Invisibility](#)
- [ABA: Women of Color in Fortune 500 Legal Departments](#)
- [ABA: Success Strategies for Law Firms and Women of Color in Law Firms](#)
- [The Hurdles, Hassles, and Heartaches of Achieving Long-Term Legal Careers for Women of Color](#)