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by S J

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Gender Discrimination

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Introduction

- ▶ Different individuals live together in the society
- ▶ The increase in diversity results in varying factors on how individuals relate
- ▶ The social theorist has worked to understand these differences through theories
- ▶ Gender discrimination is among the common challenge in the society
- ▶ The presentation will discuss intersectionality theory by Kimberley Crenshaw

Intersectionality



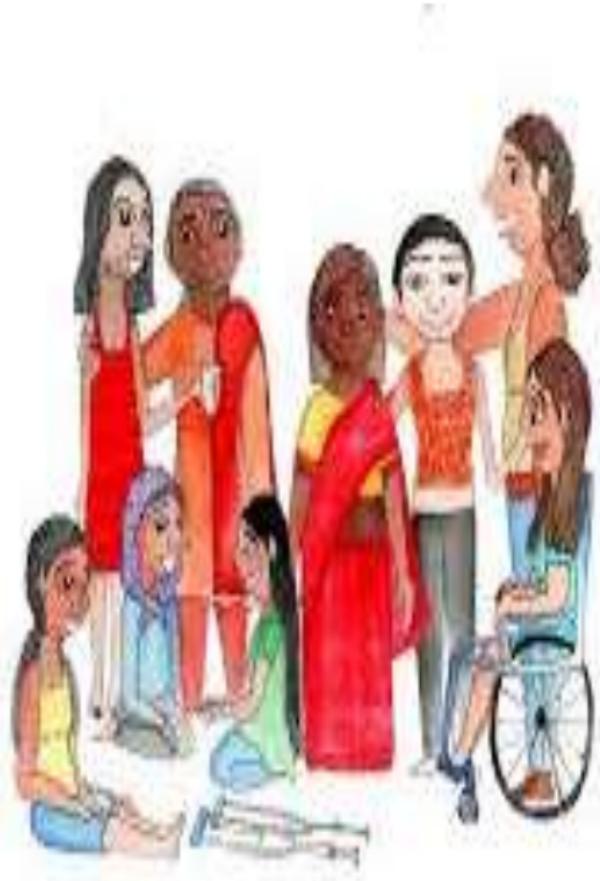
- ▶ The term was created and theorized by Kimberle Williams Crenshaw (Crenshaw, 2017)
- ▶ It is a critical framework for realizing how features of individuals social and partisan identities integrate to develop modes of discernment and privilege (Crenshaw, 2017)
- ▶ Intersectionality recognizes several factors such as race, gender, religion and class
- ▶ The interconnecting and overlapping of these identities can be encouraging or coercing
- ▶ Intersectional feminism intends to recognize women's varying experiences and identities

Gender Discrimination



- ▶ Gender discernment is a situation where individuals are treated differently because of their gender (Parker & Funk, 2017)
- ▶ Crenshaw derived intersectionality to explain the subjugation of African-American women
- ▶ Inequality is the primary source for gender discernment happening (Parker & Funk, 2017)
- ▶ White women and black women do not face the same experience
- ▶ Black women are marginalized in both sex and race

Intersectionality Feminism



- ▶ Intersectionality was raised as a way to describe the subjugation of African-American women (Aguayo-Romero, 2021)
- ▶ The term is now utilized in transforming legal debates and in racial justice
- ▶ Crenshaw states that Black women have substantial variation in experience from white women (Aguayo-Romero, 2021)
- ▶ The experience of women of color comprises of integration of sexism and racism
- ▶ Crenshaw explains three parts of intersectionality, including structural, symbolic and political

Intersectionality Aspects

- ▶ Structural intersectionality (Lykke, 2020)
- ▶ Political intersectionality
- ▶ Representational intersectionality



Present-Day Issue

- ▶ The present-day issue is in the development of video games
- ▶ Gender and ethnicity have prevailed in the gaming industry for long
- ▶ Women are limited in the video development companies
- ▶ Black women are not involved as game characters
- ▶ Women are also discriminated against in the gaming industry

Conclusion

- ▶ Individual experiences make them who they are
- ▶ Social identities such as gender and race results in oppression
- ▶ Gender discrimination is immense in society and explained in intersectionality theory
- ▶ Intersectionality was created to explain African Women oppression better
- ▶ Gender discrimination is present in the gaming industry

References

- ▶ Aguayo-Romero, R. A. (2021). (Re) centering Black Feminism Into Intersectionality Research.
- ▶ Crenshaw, K. W. (2017). *On intersectionality: Essential writings*. The New Press.
- ▶ Lykke, N. (2020). Transversal dialogues on intersectionality, socialist feminism and epistemologies of ignorance. *NORA-Nordic Journal of Feminist and Gender Research*, 28(3), 197-210.
- ▶ Parker, K., & Funk, C. (2017). Gender discrimination comes in many forms for today's working women. *Pew Research Center*, 14.

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