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Annotation

In CNBC’s segment ‘Make it’, a special edition called “Closing the Gap” compiled pieces that focus on women advancement and equality/equity in the workplace. One of the articles, “5 black women on how women, employers and colleagues can work together to close the pay gap”, consists of the transcripts from interviews with black women in the workforce who share their experiences with racial and gender barriers with equal pay and opportunity. They also share their opinions on the ways society can work together to address pay differences.

A reoccurring theme within all of the interviews is the power of allyship and privilege. Since America is a white heterosexual patriarchal society, those who benefit from it need to use their voices to create a change. They conclude each of their interviews by providing advice for young women of color entering the workplace. They all said that it is crucial to remember your worth, be prepared to negotiate, and never settle.

I think this piece was insightful because it shared the experiences of multiple established black women in the workplace. It was interesting to see how even with different career and educational paths; their responses were all very similar. The statistics have already identified a pressing issue but listening to firsthand encounters with these issues is extremely informative and powerful. The narratives generate human compassion and empathy which can drive the aspired social change.

References

Connley, C. (2019, August 22). 5 black women on how women, employers and colleagues can work together to close the pay gap. Retrieved August 4, 2021, from https://www.cnbc.com/2019/08/22/5-black-women-discuss-solutions-for-closing-the-pay-gap.html