**Chapter 10  
Work Hard and Hustle Harder: Black Women in the Workplace**

**Question:** To supplement wages, Black women engage in secondary modes of labors to earn extra income

**Answer:** Side hustle

**Question:** CROWN in the “CROWN Act” stands for \_\_\_\_\_\_\_\_\_\_\_\_\_.

**Answer:** Creating a Respectful and Open World for Natural Hair

**Question**: A framework captures how ageism sits at the intersection of race and gender to shape workplace experiences among people of color.

**Answer:** Intersectional salience of ageism (ISA) framework

**Question:** racialized sexual harassment

**Answer:** Sexual harassment rooted in racism including gendered racial stereotypes, particularly those based on their physical features (e.g., receiving comments about their natural hair or body)

**Question:** quid pro quos

**Answer:** Receiving an employment benefit contingent on providing sexual favors

**Question:** Suggests that women and men cluster into different occupations

**Answer:** Horizontal segregation

**Question:** Vertical segregation

**Answer:** Refers to the fact that men hold higher-status positions than women within the same field

**Question:** Occupational segregation

**Answer:** When women, in particular Black women, may be clustered in jobs in which women receive lower pay relative to men. There are two types: horizontal segregation and vertical segregation

**Question:** Stereotype Content Model

**Answer:** A two-dimensional scheme that classifies socially constructed groups according to perceived high and low proportions of competence and warmth

**Question:** A self-reflective and honest management style that functions in nonmanipulative ways to invoke trust, loyalty, and favorable performance from subordinates

**Answer:** Authentic Leadership

**Question:** Glass Escalator

**Answer:** The hidden advancement advantages of men over women in women-dominated occupations

**Question:** The distribution of workers across and within similar jobs that require similar skills and duties, based on demographic characteristics such as gender, ethnicity, and age

**Answer:** Occupational Segregation

**Question:** The policy or practice of making only a symbolic effort, such as highlighting a minority member of a group

**Answer:** Tokenism

**Question:** Capitalism

**Answer:** An economic system characterized by private and corporate ownership of capital goods along with decisions driven by free-market competition

**Question:** The appointment of women to prestigious and visible leadership positions when organizational conditions are risky or precarious for success

**Answer:** The Glass Cliff

**Question:** Labyrinth

**Answer:** A maze of intricate pathways and a metaphor for the difficulty of women’s paths to leadership positions that requires more time than others to navigate and entails a greater likelihood of failure

**Question:** Pet to Threat

**Answer:** A workplace phenomenon in which women of color, typically Black women, are praised and supported by their managers when they start a new endeavor, but when these women start excelling in their role, managers start to perceive them as a threat

**Question:** The process of altering how one talks or behaves or their perspective or appearance

**Answer:** Identity Shifting

**Question:** Concrete Ceiling

**Answer:** A description of the difficult-to-break and invisible barriers to career advancement for women of color

**Question:** A metaphor for the external obstacles that hold women to the bottom of the corporate hierarchy and the discriminatory practices slowing women’s advancement

**Answer:** Sticky Floor