



### Women of Color in STEM: Navigating the Workforce

Editors: **Julia Ballenger**, *Texas A&M University-Commerce*  
**Barbara Polnick**, *Sam Houston State University*  
and **Beverly Irby**, *Texas A&M University*

A volume in **Research on Women and Education**

Series Editors: *Beverly Irby, Texas A&M University and Janice Koch, Hofstra University*

*Women of Color in STEM: Navigating the Workforce* is an opportunity for making public the life stories of women of color who have persevered in STEM workplace settings. The authors used various critical theories to situate and make visible the lives of women of color in such disciplines and workplace contexts like mathematics, science, engineering, NASA, academia, government agencies, and others. They skillfully centered women and their experiences at the intersection of their identity dimensions of race, class, gender, and their respective discipline.

While the disciplines and career contexts vary, the oppression, alienation, and social inequities were common realities for all. Despite the challenges, the women were resilient and persevered with tenacity, a strong sense of self as a person of color, and reliance on family, community, mentors, and spirituality. While we celebrated the successes, it is critical that organizational leaders, whether in education or other workplace settings, draw from narratives and counter-narratives of these women to improve the organizational climate where individuals can thrive, despite their racial, class and gender identity. This book will assist educational communities, professional communities, and families to understand their roles and responsibilities in increasing the number of women of color in STEM.

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