Argosy University

Your name

Affiliation

**Research problem**

This dissertation was written by Victoria C. Sepand in 2015. The problem discussed in this dissertation is that women are judged by their color, race or gender in their jobs. Especially the black women are criticized the most in their work environments. The qualitative study of this paper reveals the problems faced by the women within organizations. The paper also shares the career journeys and experiences of the participants interviewed. The results of interviews were analyzed and compared to the current literature or policy practiced in many companies that mentoring, training and women-friendliness are the most common and effective methods for the progression of women in the workplace. The results of the analysis done in this paper showed that to implement the above mentioned methods in the company there should be more structure and more understanding of race and gender biases and the concept of favoritism should be eradicated.

**Theoretical foundation**

The theoretical foundation is the knowledge gathered about the problem defined in the dissertation. In the dissertation the information was gathered by interviewing a set of individuals to share their experience and answer some questions regarding the impact of an organization policies and the environment on the career advancement of an employee. Mostly the interviews were conducted by black women from different industries. This point enabled the researcher to critically evaluate the organizational culture or their behaviors towards the black women.

The women who were interviewed were young and middle aged black women who have achieved a managerial or senior posts at their organization. The age range selected for the dissertation was mid-thirties to early sixties. The five women selected for the interview are: Andrea, who has been in the non-profit sector for fifteen years and is currently CEO of a

Non-profit in Los Angeles. Before providing her services in Non-profit, Andrea had been the employee at two different American corporations. Gwen works as a lawyer for a firm in Los Angeles and has been practicing law since 1981. Kimberly is the executive director of a Los

Angeles regional office for a national non-profit. She has been with the organization for more than fifteen years. Michelle has been in the banking and financial services sector for fourteen years. Now she is a vice president at a large bank in Los Angeles. Rose works as a corporate partner at a law firm in Los Angeles and she has been performing her services since 1996. The interviews were conducted on phone and the agreement forms were sent via email before the interview. The questions were designed and structured in such a way that the retrieval of the relevant information about the discrimination in the workplace or barriers faced by women become easy. No visual or audio recording was done during the interview but written notes were taken.

**Relevance of Literature to research question**

The analysis of the interviews clearly supported the research problem. All the women who were interviewed said that the people of organizations become mentor for only those employees who look like them. A barrier of gender or color was always felt through out the career. The women who were interviewed said that white male executives would reach out or preferred young white male to give them new challenges or for mentoring them. This discrimination forced the black women to work even harder so that they could get recognized and avail opportunities to get success in their careers.

**Synthesis of Literature**

The thesis is well synthesized and well structured. The overall synthesis or conclusion of the dissertation is that it is difficult to understand the problems experienced by the women when trying to tackle the gender, color and workplace discrimination or thriving for career advancements opportunities. It is the responsibility of the companies to ensure such environment that is free of discrimination regarding color, gender or any other barriers for women. Companies should develop such mentoring programs that educate the employees that the concept of discrimination is wrong and none is superior to the other on the basis of color. Companies should provide advancement opportunities for black women and eradicate the biases coming from race, class, and gender privileged individuals in the organization.

**Discussions or recommendations** Thesis under review was well structured and organized. Whenever we generate a thesis a specific format is followed. First we provide the introduction then literature review, methodologies, analysis and conclusions. These are the five basic steps used in the development of the thesis to make it organized and well formulated. All the points evolved around the thesis problem statement which shows the precision of the dissertation throughout the document.

Chronology of data is providing the facts according to their order. Every thesis uses a chronological theme and the theme used in this thesis is the traditional theme called linear chronology. In this theme all the data or chapters written revolve around the one single point that is thesis statement. All the facts are provided in relevance to the thesis problem. In this dissertation introduction defined the issue of discrimination happening in companies due to color and gender. The literature review and methodology showed that how quantitative data was gathered through interviews from five different women. The deduction or analysis part was also well structured which showed the problems of women and proved the thesis statement to be true. All these steps form a linear chronology used for the representation of the data or information in the thesis (Sepand, 2015).

References

Sepand, V. (2015). *The Black Ceiling: Barriers to Career Advancement for African American Women in the US*.

‌