Doctoral Study Problem Statement

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# Women of Color leading organizations as CEO’s

‘Women of color’ basically describes female of different color and this term originally used in American society to point out black people due to their dark complexion specifically for black women. In reality not all people of color suffer from racial discrimination but b[lack women are least likely to be promoted and supported by their managers in the workplace (Ed by Ballenger & Irby, 2016).](https://womenintheworkplace.com/Women_in_the_Workplace_2018.pdf) This problem arises on a large scale, when women and ethnic subgroups are intentionally less anticipated than white men to be on managerial control and specialist in work organizations. This discrimination is even practical in large organizations where racial subgroups represents professional minorities within the positions of high company executives (Cook & Glass, 2014).

The data obtained from different studies and researches revealed that there is a big imbalance in the percentage of working African American women for the positions as CEOs. From past blockades African American women suffered in reaching to top leadership positions due to following reasons: culture of organization, racism and ethnic discrimination (Sawyer, 2017). When a woman from a different ethnicity is appointed as CEO of a large organization, males executives of top management help their team members less.

To become CEO as a woman is not hard enough, but being a woman of color is very difficult (Ed by Day, 2014). The status of woman as CEO acknowledged that factors such as ethnicity, race, social and economic status, sexual orientation, disability position, religion, national origin, gender individuality and age, specify their personal experiences for any woman who tries to achieve leadership (Zweigenhaft & Domhoff, 2011). **Research show that in America different steps and actions are taken to** achieve gender equality and authorize all women at work place. The World Bank Group’s Women, Business and Law 2018 report, revealed that in year 2018 American Government, number of economies took steps to improve women’s economic presence in indorsing many legal reforms in the past two years (Rhode, 2017).  Apple, Google, and Intel are those technology companies which have openly disclosed their employees’ figure on ethnicity, race, and gender (Staff, 2016).

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