Women Leading in Education
Nottingham, July 2019

Dr. Sharon Curtis & Dr. Victoria Showunmi
Black women leaders: Intersectional and present in the field of education

‘hear our voice’
Intersectional

Gender

Religion or beliefs

Sexual orientation

Race

Social Class

Disability
Unacknowledged Historical Trauma

Burden of Representation

Invisibility

Rewards for Conformity

Micro-aggressions

Threat of Violence

Ideology

Institutions

Original concept by Robin D'Angelo
Eyes wide open
Eyes Closed Shut
The research questions -

• What is the experience of black women in achieving leadership?
• What is helping to hold them back?
• What is pushing them forward?
• What impact are they making in EY communities?
Data collection

• Eight participants
  • 16 interviews
• Eight walk and talks
• Two focus groups
• One quilt development
Findings – What has emerged?

Black women leaders Early Years experiences

Strong sense of self identity

Black Women Leaders
Echoes of their silentious presence.

Lone voice
Token black woman
Black women’s invisibility
Isolation in the educational field

Black women’s communal kinship and collective identity.

Community leadership
Cultural insight

The driver’s narrative journeys that include the substance of their voices.

Early educational aspiration
Support system
Driven by passion
Fear of rejection
Overcoming barriers
Career progression
Strong sense of Self-Identity

• Part Two
• Findings from quilt
• Spirituality and resilience
We Are Unique
Black Women Leaders, UK

Sent with sisterly love, from Sharon.

The Quilt
Conclusion

• Black women leaders **Today** –

• Invisible: Voiceless: Faceless

• **Future:**
  • Visible
  • With a voice
• Recognised as leaders