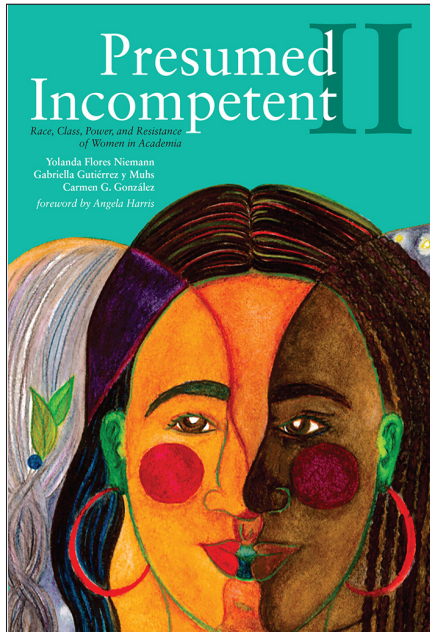


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Presumed Incompetent II

Race, Class, Power, and Resistance of Women in Academia

edited by Yolanda Flores Niemann, Carmen G. Gonzalez,
& Gabriella Gutiérrez y Muhs
foreword by Angela P. Harris

"This work is a powerful call to action and must read for chief diversity officers, deans, department heads, presidents, and provosts. Building on Presumed Incompetent, these are courageous and bold testimonies of racism, sexism, and bullying faced by Women of Color—who continue to survive and thrive, in spite of it all. The academy can no longer use the excuse of not knowing or understanding the experiences of Women of Color. It now has a responsibility to respond, change, and eliminate these unjust and unfair barriers. Reading this work is an important step for those who consider themselves allies, advocates, and leaders who are committed to inclusive excellence. It is also essential for Women of Color in the academy to know that they are not alone in their experiences and journeys."

—Menah Pratt-Clarke, Vice President for Strategic Affairs and Diversity, Virginia Tech

"As a bastion of elites, whiteness is fiercely protected in academia. Institutions claim to 'value diversity' yet consistently remain overwhelmingly white. Contrary to the claim that this is a 'pipeline' issue, this powerful collection of essays makes visible the daily mechanics of white supremacy and its intersections with class and gender in academic institutions. We cannot address a problem we cannot see. May these eye-opening essays help loosen the grip of whiteness in academia."

—Robin DiAngelo, author of *White Fragility: Why It's So Hard for White People to Talk about Racism*

"Presumed Incompetent II leaves a legacy for contemporary women as well as those who had to remain silent in their academic isolation. The voices of stoic, unapologetic, and courageous women who put up and pushed back in the culture of patriarchy can embolden many others. This second book again captures the nuances of intersecting identities for women in the academy and highlights the systemic bias that persists. Their lived experiences need to be shared and honored."

—Patricia Arredondo, American Association of Hispanics in Higher Education

"Presumed Incompetent II offers proof that Women of Color are neither crazy nor alone as we make sense of our experiences in higher education. Each essay calls out and looks squarely in the eye the oppressive structures designed to eradicate our very presence from the academy. Painful, and at times heartbreaking, this text is a testament to the brilliance, creativity, and power of Women of Color—proof that, in spite of it all, 'still we rise!'"

—Karen L. Dace, Vice Chancellor for Diversity, Equity and Inclusion,
Indiana University–Purdue University Indianapolis

The courageous and inspiring personal narratives and empirical studies in *Presumed Incompetent II: Race, Class, Power, and Resistance of Women in Academia* name formidable obstacles and systemic biases that all women faculty—from diverse intersectional and transnational identities and from tenure track, terminal contract, and administrative positions—encounter in their higher education careers. They provide practical, specific, and insightful guidance to fight back, prevail, and thrive in challenging work environments. This new volume comes at a crucial historical moment as the United States grapples with a resurgence of white supremacy and misogyny at the forefront of our social and political dialogues that continue to permeate the academic world.

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