

The Center for Research on Race and Ethnicity in Society presents a
CRRES Speaker Series Lecture



“Intersectionality and Work-Family Balance”

Dr. Pamela Braboy Jackson

Professor of Sociology, Indiana University

Thursday, March 29, 4:00PM

Maple Room, IMU

Dr. Braboy Jackson examines how a diverse set of families handle role obligations. Given the growth in the number of adults who must find a way to manage family and work responsibilities, multiple stakeholders have shown an interest in this dilemma. Large-scale surveys of the American population suggest that a substantial proportion of men and women have always reported much difficulty in meeting obligations across family and work domains. This talk contributes to this

body of literature by enlarging the view of family to include those in the extended network, or “a family frame of reference,” and uses an intersectional approach with a view towards both what is similar and what is different in the lived experiences of Black, White, and Hispanic families. Different social categories (race/ethnicity, gender, social class) are represented within and across these families, thereby shaping its members in unique and important ways. When families are unable to fully “balance” family and work roles, they create strategies that compensate for what is lost when parents overwork, are underpaid in their jobs, or opt out of the paid labor force. The family-work balance dilemma proves critical in families seeking to bridge the gap between their families of origin and their families of procreation.

