

## Creating Inclusive Educational Environments for Women Faculty of Color Harnessing Ubuntu Perspectives

**Authors :** Gonzaga Mukasa, Faith Maina, Amani Zaier

**Abstract :** This study investigated whether harnessing Ubuntu perspectives can aid in healing wounds Hierarchical Microaggressive intersectionalities inflict on African immigrant women faculty in predominantly white institutions. The study interviewed 8 African immigrant faculty from different higher education institutions in the United States selected using the snowball sampling technique. The Ubuntu Theory anchored the study. Findings indicated that women faculty of color experience Hierarchical Microaggressive intersectionalities leading them to lose job satisfaction and feel deprofessionalized and isolated. The recommendations were that institutions make their recruitment more inclusive of women of color to avoid isolation. And should embrace Ubuntu perspectives such as survival, solidarity, compassion, dignity, and mutual respect to architect educational environments that foster diversity and inclusion.

**Keywords :** ubuntu, women faculty, African immigrants, hierarchical microaggressive intersectionalities

**Conference Title :** ICCGFR 2024 : International Conference on Culture of Gender and Feminist Research

**Conference Location :** Vancouver, Canada

**Conference Dates :** May 20-21, 2024