

Congratulations to the SWS 2019 Natalie Allon Research Award Winners: Shantel Gabrieal Buggs and Apryl A. Williams.

Dear SWS Members,

The 2019 Natalie Allon Research Award Winners are Shantel Gabrieal Buggs and Apryl A. Williams.

The purpose of the Natalie Allon Research grant is to, broadly, advance our sociological understanding and redress of employment discrimination based on sex, gender, gender identity, sexual identity, or sexual orientation. The Allon Fund has three funding priorities

- Legal fees for SWS Members who are protecting their rights by fighting discrimination cases that are based on sex, gender, gender identity, sexual identity, or sexual orientation.
- Legal fees to fight cases of institutional discrimination that disproportionately affects women such as threats to tenure, or the exploitation of adjunct instructors.
- Support for research on institutional gender-based discrimination (e.g., discrimination based on sex, gender, gender identity, sexual identity, or sexual orientation). The research grant will support a range of research, from applied to academic, on issues related to gender, its numerous intersections, and discrimination.



Shantel Gabrieal Buggs (PhD, University of Texas at Austin) is an assistant professor of Sociology and African American Studies at Florida State University. Her research interests center on how race and ethnicity, gender, and sexuality shape the ways that people build and negotiate family, and pursue and maintain romantic intimate relationships (particularly interracial relationships). She has published on these topics in journals such as *Identities*, *Journal of Marriage and Family*, and *Sociology of Race and Ethnicity*, and her research has appeared in popular outlets like *Bitch Magazine* and *The Stoop* podcast. Through her research, she illustrates how interpersonal relationships structure and reify identities and social inequalities. She also writes about the representation of race, gender, and sexuality in popular culture and how social media platforms are utilized to build intimate relationships and to create community.

Apryl A. Williams received her PhD in Sociology from Texas A&M University in 2017 with a designated focus in race, media, and culture. Currently, she is an Assistant Professor at Susquehanna University and a Research Associate at the Center on Conflict and Development. Her research follows two broad streams of inquiry: cultural studies of race, gender, and community in digital spaces and mobile phone and digital technology use in developing countries. Williams' work can be found in several peer reviewed outlets including *Social Sciences*, the *International Journal of Communication*, and *Information, Communication & Society*. She also serves as Series Associate Editor of *Emerald Studies in Media*



and Communications where she has edited several volumes on digital inequality, global media flows, and new media cultures. Williams other academic interests include social theory, postmodernism, technology, and embodiment.

The working title for their project is *Navigating the Outsider-Within: Women and Femmes of Color and Microaggressions on the Academic Job Market*.

In their award application, Buggs and William acknowledges that although many colleges and universities have instituted trainings and an assortment of practices to reduce bias in hiring, microaggressions and other forms of discrimination continue to occur at virtually every level in which marginalized scholars participate in academe. Their study aims to assess how cis and trans women of color and non-binary femmes of color navigate the academic job market, with particular emphasis on the combined roles of race, gender, and embodiment, the quantity and quality of discrimination experienced, strategies and techniques to handle these obstacles, and mechanisms of support and knowledge-sharing about how to best succeed amidst (or anticipate) discrimination within academic spaces.

Their assessment of the job market includes activities/experiences in preparation for the market, experiences while on the job market (applications, interviews, campus visits, advising, etc.), and the resulting decisions once the job market completed (handling job offers, various aspects of the transition). Their project aims to discover the ways in which women of color and femmes of color may have additional barriers that may inhibit their success on the academic job market. In addition to this survey, the primary investigators would like to conduct targeted interviews to further flesh out themes that arise from the survey data.

We hope you will join us in congratulating Shantel Gabriel Buggs and Apryl A. Williams and that you will make plans to join us for the 2019 SWS Awards Reception to be held on Sunday, August 11, 2019 starting at 6:30 pm at the Hilton Midtown, New York, NY. More details will come soon regarding Summer 2019 Meeting Registration.