

SOCIAL DISCRIMINATION IN MARGOT LEE SHETTERLY'S HIDDEN FIGURES

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Abstract: The aim of the research is to uncover the social discrimination in Margot Lee Shetterly's *Hidden Figures*. The writer used qualitative research in this study because the data was collected in the form of words. This means that, unlike quantitative research, this study does not use numbers or diagrams. The writer used two types of sources to gather the information. The novel *Hidden Figures* is the first source, and relevant books that support the writer's research are the second. The skripsi revealed the social discrimination faced by African American women in the novel. Inequality in educational facilities, inequity in welfare benefits, gender discrimination in the workplace and Responding problem with big resilient. In the 1940s, African American women were subjected to racial discrimination as a result of unfair treatment, unjust policies, and segregation in public facilities. Because they are in segregated educational settings, Dorothy Vaughan, Katherine Goble, and Mary Jackson have restricted opportunities to improve their capabilities. Women are also relegated to the second class in the workplace, where they endure discrimination in the form of divided cafeterias, segregated restrooms, and a lack of recognition or credit for their efforts. Dorothy Vaughan and her family member, Matilda West, are blamed as socialists in the study since she overcomes the gloomy strengthening. This type of dishonest indictment might be seen as a form of racial segregation, because black people are disproportionately affected.

Keywords: *Social, Discrimination, Race, Gender*

INTRODUCTION

Literature is a performance in words which regarded as sources of factual information because most of literary works such as novel, drama, poetry and non-fiction reflect everything that happened based the real life in society and human experiences. A literary work which has affective nature is a significant power to touch the deepest sense that can produce perfect consciousness as it successfully carries its mission as a form generator of human consciousness. (Wuntu, 2015:4). Every phenomenon that

found in the society usually reflects in the literary works such as poem, novel, drama or short story (Sabudu, 2014:1). "A novel is a book length story in prose, whose author tries to create the sense that while we read , we experience life ". (Keles, Wuntu, & Lolowang, 2022).

According to (Theodorson & Theodorson, 1969) in (Nanlohy, Rorintulus, & Kamagi, 2021) "Discrimination is a treatment which is not balanced against an individual or group, based on something which usually categorial or distinctive attributes , such as based on race, ethnic, religion, or social classes" . In general, racial discrimination is a different treatment of individuals or groups, and this action tends to differentiate humans based on their races. Racial discrimination developed its beginning in the sixteenth century.

In general, every person has experienced in discrimination which is easily identifiable and involves overt differential treatment between employees and job applicants on the basis of arbitrary grounds. For example, an employer follows a policy of remunerating a female employee on a lower scale simply because she is a woman, whereas a male employee is remunerated at a much higher scale for doing the same work. Indirect discrimination, on the other hand, is not as easily recognizable as it is a more subtle form of discrimination. It involves the application of policies and practices that are apparently neutral and do not explicitly distinguish between employees and job applicants but that, in reality, have a disproportionate and negative effect on certain individuals or groups. The statements before means that social discrimination is something which very important and crucial that people need to focus and understand, somehow the identity and culture influence society to treat others in inappropriate way.

As based on the title, the writer chose Hidden Figures novel as the subject of the literary research, Hidden Figures tells the story of Black women who work at Langley Aeronautical Laboratory in Hampton, Virginia, starting in the early 1940s. These women play an integral role in the development of American aviation and space technology. Futhermore, the literary work is a result of human thought. Appropriate to what we have seen and felt thereby creating a more interesting work (Dengah, Maru and

Lolowang, 2019). In line with that statement, they persevere in the face of discrimination against both their race and their gender. The first women are hired to work in an all-Black unit as human “computers,” performing calculations under the direction of engineers. Over the years, as Langley desegregates, the women join engineering teams and serve alongside white men. In the 1960s, they work on the Mercury and Apollo space programs, helping to put a man into orbit and then to put men on the Moon. The book focuses on three women. Dorothy Vaughan is hired at Langley in 1943, for the all-Black West Area Computing unit. She is a determined person and a gifted organizer. She becomes a shift supervisor and eventually the head of the unit. Part of her job is to know which of her women is best suited to work on which assignments. Eventually, the West Area unit is disbanded, like the all-white East Area unit before it. This happens partly because the women computers are increasingly being integrated into the various engineering teams, and partly because electronic computers are taking over the job of human ones. Every human being in this world has the same right to be treated equally and has the privilege to ask that (Menggalo, Oroh and Mamentu, 2020).

As on this study, the writer intends to analyze popular literature by Margot Lee Shetterly: Hidden Figures with the common type of struggle as it is designed primarily to entertain, to educate and to inspire the reader and has been enjoyed by a large mass of people.

RESEARCH METHOD

The researcher used qualitative research because the data was collected in the form of words. It means that, this research does not deal with numbers or diagrams as in quantitative research. (Bogdan and Bikien, 1982:30) stated that qualitative research also can be classified as a library research since the data collected from the novel and the other related book.

Research procedures

The research procedures based on L.J. Moleong that data analysis is the process of arranging the order of organizing data into a pattern unit, category and description of the data. Currently, the qualitative data analysis according to Bogdan and Biklen cited by (Lexy, J. Moleong, 2001:139), is the attempt made by way of working with data, organizing data, classify data into a unit that can be managed, Search and find patterns, find what is important and what is learned, and decide what can be told to others (67). The researchers in this case used qualitative descriptive analysis, namely data analysis model in the concept given to Miles and Huberman.

(Miles and Huberman, 1944:118) revealed that activities in the analysis of qualitative data is done interactively and runs continuously at each stage so that research to complete.

The writer was followed some steps in conducting this research:

1. Reading and understanding the novel
2. Collection and selection the sources of data related to the topic
3. Writing important things related to the topic
4. Analyzing the data
5. Making Conclusions.

FINDINGS AND DISCUSSION

Inequality in Educational Facilities

Education in its general sense is a form of learning in which knowledge, skills and habits of a group of people are transferred from one generation to next through teaching, training, research, or autodidacticism. By education, people's moral values can

be improved, especially students. So, education is the best way to teach people about moral values. (Sari, 2013) Of course, oppositely occurred in the authorization to planning for African American ladies have encountered a confined school with another enlightening construction and working environments in the early 1900s Dorothy Vaughan, Katherine Goble, and Mary Jackson all attended a mediocre high school. Dorothy was promoted from the Beechhurst School, a well-planned Black school located across the corner from West Virginia University, a predominantly white institution (12). Katherine went to White Sulfur School, a nearby elementary institution for African Americans, and Mary went to Phenix High School, which was also a dreary school.

"Its secondary education was out of reach for the city's Negro children, who had already been transported off Phenix High School, "deficient leisure center and library," and to ask the city to "stop the 'undemocratic and costly double framework'"(142).

It is this isolated instructive foundation that has become the standard type of separation in the instructive office. It is also a type of legal separation that is legitimized by public authorities and regulated by law. The isolated school has confined Dorothy, Katherine, and Mary to inconsistent and cheating treatment of the game in training. This encourages them to be defined as a lesser society by providing them with less qualified teaching frameworks and offices. It is also a picture of genuine subtlety in the United States during the 1900s where African-American children had to be placed in savage remote schools. Indeed, public authorities will pay extra money for a dual framework as a result of deep prejudice against African Americans.

Other than the isolated school, African Americans likewise have the isolated research centers and logical assortments, libraries and exhibition halls. Those offices are either totally shut to African Americans or are just somewhat opened and on embarrassing terms (74). Katherine Goble has encountered it when she needs to proceed with her review in West Virginia University' 1940 summer meeting.

"As Katherine walked out of the door on her last day at the Morgantown high school, her principal, who was also an adjunct professor in West Virginia State's math department, presented her with a full set of math reference books to use at the university, a hedge against any "inconveniences" that might arise from her need to use the white school library" (75).

The above statement shows that in 1940, the library is as yet isolated; the entrance of book is additionally still restricted. It impairs the African American ladies like Katherine to get to the white books. This standardized separation is a particularly unjustifiable treatment for Katherine as an African American lady. She has the restricted book to retain for her insight due to the isolated school. This racial segregation experienced by Katherine likewise depicts the condition in 1940 where the greater part of African Americans actually abandon in contrast with the whites since they have an extremely restricted stage to speed up their insights.

"In 1936, the NAACP Legal Defense Fund, driven by Charles Hamilton Houston, effectively contended the Supreme Court to require the school either to give the African American understudy to have separate yet equivalent training program or permit them to incorporate in white school (75). Along these lines in 1940, Katherine is permitted to take a crack at West Virginia University which is a white school. Shockingly, on her first day, she as of now seeks a savage treatment from her white colleague. The one colleague who fought her quality utilized quiet as opposed to appellation as a weapon "(75).

This citation shows that the treatment which is finished by Katherine's companion is a type of disguised segregation. The quietness fight done by her cohort is irrational, it is just determined from the whites' profound scorn which esteems Katherine as less fit, less commendable and less canny as a result of her race. Despite the fact that she has not known Katherine at this point, as long as she most likely is aware Katherine as an African American, the bias stops. The isolation stuff isn't just capable by Katherine Goble, it is additionally capable by Mary Jackson. Mary begins

her vocation as an educator and as a pioneer for African American scout. Her plans to propel the race trigger her to want to share. In any case, the undeniable reality drives her crazy that even in the scout association, they are isolated.

“Serving as the leader of Girl Scout Troop No. 60, now one of the largest minority troops on peninsula, was always at the top of Mary’s list of volunteer activities. However, she was becoming impatient with the segregation that mandated a separate council for black scouts, and she began campaigning for one organization overseeing all the scouts” (198).

This segregation additionally put African American culture as the below average of society. The segregation of the African American scout is a type of standardized separation since it is upheld by the state. The segregation sees African Americans as less insightful, less talented and less able than the whites, accordingly the state separate the gathering and prohibit the to join the talk there.

Injustice in Welfare Benefits

Having a generously compensated compensation is the right of each worker who has dedicated their time, brain and energy in their work places. In any case their work, everybody ought to be valued. In addition, being an educator during 1939 is a great job since it triggers the age to extend their insight and upgrades their basic speculation to be imaginative. Conversely, African American instructors' compensation was unobtrusive. As experienced by Katherine Goble, she has labored for a very long time as an instructor in Marion and she just acquired \$50, under \$65 the state paid also prepared white educators (70). This segregation is a regulated separation since it is upheld by the instructive establishment. It is likewise an undeniable reality that African American educator need to bear. The hole of compensation is far beneath the white's compensation even their work is similarly something very similar.

Indeed, even most noticeably terrible the dark instructor and her partners, including the head, gets less cash-flow than the school's white janitor (70). This reality

shows that not just came up short on, African American instructor's compensation is more regrettable than the white's janitor pay. Indeed, even the African American great job as an educator can't approach the white common position as a janitor. The savage act of came up short on compensation is additionally capable by Dorothy Vaughan. In the late spring 1943, Dorothy seized the opportunity to go to Camp Pickett to bring in additional cash during the school break since her work as an instructor isn't sufficient to help her living.

“Nationally, Virginia’s white teachers ranked in the bottom quarter in public school salaries, and their black counterparts might earn almost 50 percent less. Many black teachers in the South gave lessons in one- or two- room that barely qualified as buildings. Teachers were called upon to do whatever was necessary to keep the schoolhouses clean, safe and comfortable for pupils. They shoveled coal in winters, fixed broken windows, scrubbed dirty floors, and prepared lunch” (11).

This unjustifiable act of low-paying position has caught the African Americans into the pattern of destitution in light of the fact that there is no motivator to redesign their way of life. It additionally represents the expansion of subjugation period among highly contrasting. Through the came up short on compensation, there is a constant persecution done by the white. They need to work way harder than the white instructor as experienced by Dorothy Vaughan. They work twofold job to be an instructor and a janitor simultaneously with the exceptionally least compensation to help their living. 40 pennies an hour Dorothy Vaughan as a clothing searcher even dominated what she procured as an instructor (11). This condition drives the African Americans to be frail that they don't have bartering position in looks at to the white. This reality carries the African Americans to the lower part of American culture that they won't ever be equivalent with the white in light of the fact that there is no impetus to do as such.

During the late 1940 until 1950s, there is a communist propaganda emerged in

United States. People live in insecurity that everyone can be a communist. The widespread insecurity also affects the employees at Langley. Quietly, some laboratory employees complained about the "New York communist people" and the "practically impossible New York Jews" recruited to work at Langley (102). Ironically, the employee who is accused as the communist is an African American.

"Around the same time, Dorothy Vaughan's relative, Matilda West, possibly the black computer accused of disloyalty, was fired from her job at the laboratory. West was an outspoken advocate for black empowerment and one of the leaders of the local NAACP" (102).

Matilda West blames as a socialist since she is likewise a promoter of faint invigorating. However plainly experienced by Dorothy Vaughan, yet Matilda West truly has a relationship with Dorothy. During the last piece of the 1940s until 1950s, the reformist thought brought by dull sustaining breaker, social opportunities sexual heading correspondence are a string for the standard worth of America which is the racial abuse. Along these lines, any sort of enormous worth which clashes with the customary worth of America will be reproached and changed with being a socialist. The case of Matilda West in addition conceivably influences Dorothy Vaughan.

"It was a dismissal that would shake West Computing to its core, with possibly career-damaging implications for Dorothy Vaughan as well. The Red scares and Communist hysteria of the late 1940s and early 1950s destroyed reputation, lives, and livelihoods, as Matilda West's situation proved. The fear of communism was a bonanza for segregation like Virginia senator Harry Byrd. Byrd painted the epithet "Communist" on everyone and everything that threatened to upend his view of "traditional" American customs and values, which included white supremacy" (102-103).

This occasion has charged the African American ladies as the socialist even with near no affirmation in any capacity whatsoever. Dorothy is nearly charged as the

socialist because she is a relative of Matilda West and she was a mathematician who in addition worked on West Computing (102). The coordinated show of separation that Dorothy and her partner perfected sparks an interesting treat. Dorothy is being separated as a scheming worker who is leveled to a socialist. Matilda in addition to losing her job as her livelihood. Matilda West's expulsion has hampered her ability to meet her normal needs.

Gender discrimination in work place

Work be a part of NASA with the Space program is the blustering business. Whenever during the Cold War, the majority of women were genuinely stuck in the common situation of housekeeping, clothing sorter and such as, Dorothy Vaughan, Katherine Goble and Mary Jackson can demonstrate their clever through being the female mathematician in NASA, working encompassed by male architects with the most totally alert personalities of all time. Incidentally, those ladies actually get an abuse from their male colleagues. They actually get the absence of affirmation and appreciation as the certified individual, and as the specialist that give a similar degree of commitment in the Space Exploration research.

Having the option to be acknowledged in NASA is really a strong confirmation that they are more than qualified. All things considered, here and there, their ability is still inquiry, and they get less affirmation to have a keen psyche. The present circumstance is at any point experienced by Mary Jackson when she is moved to the Four-by-Four-Foot Supersonic Pressure Tunnel. She was given a task by John Becker, the head of the Compressibility Division.

"John Becker gave Mary Jackson the instructions for working through the calculations. She delivered the finished assignment to him just as she completed her work for Dorothy Vaughan, double-checking all numbers, confident that they were correct. Becker reviewed the out-put, but something about the numbers didn't seem right to him. So, he challenged Mary's number, insisting that her

calculations were wrong" (115).

John Becker's response to challenge Mary's number is a structure sex separation that apparent lady as the less insight person. He even demands that the computation should be off-base. In this sense, John Becker has debased Mary's pride as the expert mathematician in NASA. He additionally has underlined Mary's mediocrity. He would not like to recognize Mary's on the grounds that there is the disguised conviction that lady is less proficient and less keen to take care of the perplexing issue.

In addition, ladies additionally get absence of affirmation in the exploration report. Getting one's name in the exploration report is essential initial phase in the vocation of architect. For ladies, it is a huge and strange accomplishment. When the ladies can get the name written in the exploration report, their canny and capacities are openly recognized. Nonetheless, this affirmation is infrequently happening to a lady. Indeed, even a lady who had worked intimately with a designer on the substance of an examination report was infrequently compensated by seeing her name close by his on the last distribution. They were ladies, all things considered (83). Regardless of how hard Dorothy Vaughan, Katherine Goble and Mary Jackson to be close with the designer, their names are as yet not written in the examination report. This segregation has downsized ladies to be less qualified and sub-proficient person.

"Why can't I go to the editorial meetings?" she asked the engineer. "Girls don't go to the meetings", Katherine's male colleague told her. "Is there a law against it?" Katherine retorted. There were laws restricting her ability to apply for a credit card in her own name, because she was a woman. But no law applied to the editorial meeting" (179).

Indeed, even there is no composed law boycott her to enter to the publication meeting, the men do, they make their own standard. The represent not permitting Katherine to go into to the room just due to her sex is a type of sex segregation by kicking back the opportunity discourse and articulation that every individual should have

in any case the sex. The profound sexism impacts the designer to esteem ladies as an untouchable, less canny than they are. Any of her perspective is seen as less contributive to the exploration.

Other than getting the base affirmation, African American ladies additionally get least appreciation as come up short on compensation. It is capable by Katherine Goble at the center of 1953, she is allotted impermanent to work in the Flight Research Division under the management of Henry Pearson. In any case, following a while, Katherine impermanent task in Flight Research Division was beginning to look super durable with the base wages and advancement. With the effective finish of the time for testing should make her qualified for advancement from the section level of SP-3 to SP-5, with the raise that went with it (125). In any case, she doesn't get the right and appreciation that she merits.

Responding problem with big resilient

The social discrimination experienced by African-American women in workplace which is depicted in Hidden Figures can be seen from limited access for job promotion, limited appreciation in job field, the segregated facilities such as segregated office building, segregated restrooms, segregated canteen, segregated coffee pot, etc. The discrimination creates manifestation of Black women empowerment to face and fight the inequality right that they get in workplace.

“On the first day of December 1943, as the leaders if the United States, Great Britain, and Russia concluded a conference in Tehran in which they planned a summer 1944 invasion of France an operation that would be known to history as D-Day Dorothy Vaughan stepped behind the Colored line on the Citizen Rapid Transit bus and headed to her first day of work at the Langley Memorial Aeronautical Laboratory” (36).

From this quotation it shows that Dorothy does a passive resistance to the discrimination. It also shows that she does a covert resistance because she doesnot

insist to the government to remove the colored line. She also ignores the discrimination in the public transportation and just focuses on the good fortune of working at the Langley Memorial Aeronautical Laboratory.

Furthermore, African-American women are believed to carry the spirit of independence which is derived from their selves or their circumstances. They choose to be self-reliant and this self-orientation have encouraged one another in the sphere of black womanhood to challenge the common notion of their femininity. Obviously, the ability of relying on their selves is derived from the struggle of African-American women in surviving from their life experience in which it benefits the people around them, including men and children. In this point, self, change, and personal empowerment are correlated within the context of parallel relation. This means that when black woman is conscious about contradictions in the society, the changed consciousness encourages her to change the condition of her life by performing actions. Their capabilities and intelligent are notacknowledged that they cannot enter to the editorial meeting where the directionof the research comes from. In respond to this discrimination, Katherine does a fearless response by keep questioning the male engineers.

“Why can’t I go to the editorial meeting?” Katherine Goble asked again, undeterred by the initial demurrals. She always kept up the questioning until she received a satisfactory answer. Her requests were gentle but persistent, like the trickle of water that eventually forces its way through rock. The greatest adventure in the history of humankind was happening two desks away, and it would be a betrayal of her own self-confidence and of the judgment of everyone who had helped her to reach this point to not go to the final distance” (181-182).

This quotation shows that Katherine is triggered to enter to the editorial meeting because editorial meeting is a prominent place for an individual to make a great contribution during the cold war. She also looks back to other African American women

who put their hope to Katherine to reach the final point, to be a part of editorial meeting members.

CONCLUSION

The analysis reveals that social discrimination experienced by African American women as portrayed in the novel. The social discrimination is shown in a form of Inequality in Educational Facilities, Injustice in Welfare Benefits, Gender discrimination in work place and Responding problem with big Resilient . During 1940s, African American women are discriminated racially through the unfair treatment, injustice policy and segregation of the public facilities. As experienced by Dorothy Vaughan, Katherine Goble and Mary Jackson, they only have limited chances to increase their capability because they are in the segregated educational facilities. In the workplace, those women are also downgraded to be the second class of society because they face the crude discrimination in a form of segregated cafeteria, segregated toilet, and less appreciation or acknowledgment toward their hard works. As clarified in the analysis, Dorothy Vaughan and her family member, Matilda West are blamed as the socialist since she overcomes the dark strengthening. This type of dishonest indictment can be viewed as a type of racial separation since dark strengthening is a string for the conventional worth of American culture which is the racial.

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