

**OTHERNESS IN ZAKIYA DALILA HARRIS'S
*THE OTHER BLACK GIRL***

A THESIS

**Presented in a Partial Fulfillment of the
Requirements for Completing the
Sarjana Degree in Department of English Literature**



By:

SHEILA PUSPA AYU SARASWATI RUDITA
1612100028

**FAKULTAS ILMU BUDAYA
UNIVERSITAS 17 AGUSTUS 1945 SURABAYA**

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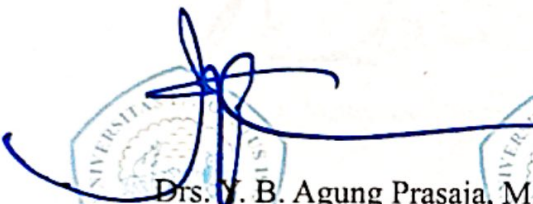
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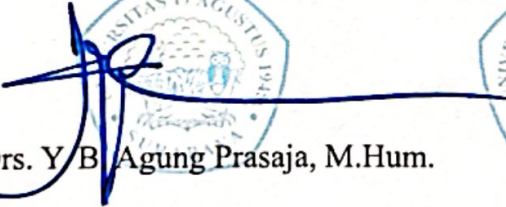
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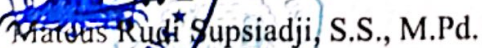
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TELP. 031 593 1800 (Ext. 311)
e-mail : perpus@untag-sby.ac.id

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Om santhi santhi santhi om

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ABSTRACT

Otherness is a concept that explains how dominant groups define themselves by creating contrast with those they perceive as different. This study aims to identify and describe the forms, factors, impacts, and strategies related to the experience of otherness and the process of othering faced by Black women in Zakiya Dalila Harris's *The Other Black Girl*. This research applies a postcolonial approach and uses a descriptive qualitative method. The analysis is supported by theories of otherness and othering from Edward Said, Sara Ahmed, Tappan, and Powell & Menendian. The result of the study shows that the main character, Nella Rogers, experiences multiple forms of othering, including institutional, implicit, internalized, and intra-racial othering. She faces exclusion in the workplace, microaggressions, emotional isolation, and pressure to assimilate into white professional norms. The factors that generate her otherness come not only from the institution of Wagner Books but also from workplace culture, job demands, and fellow Black characters like Hazel and Diana Gordon, who act as enforcers of conformity. The impacts of othering on Nella include anxiety, paranoia, strained relationships, emotional exhaustion, and a conflicted sense of identity. Similarly, other Black characters, including Shani and Kendra Rae Phillips, experience institutional suppression and professional erasure as they resist the system. However, the findings also show that Nella, Shani, and Kendra Rae employ different strategies to overcome their marginalization, ranging from quiet resistance and knowledge-sharing to outright defiance. These findings demonstrate how internalized norms shape the identity, agency, and psychological well-being of Black women in professional settings. The novel highlights the cost of visibility without power and challenges the illusion of diversity within white-dominated institutions.

Keywords: culture, exclusion; institution, otherness, postcolonial, workplace