

### Paris McBride interviewing Denise Hayman clip 3

#### Topic: Employment

[Denise Hayman discussing the relationship she had with her grandparents, especially her grandmother.]

**Denise Hayman:** And I will say this, all throughout my life I was real close all throughout my life I was real close, as I got older I began to appreciate my grandmother's stories, her experience, she was an entrepreneur I mean she, so here's the thing: one of the challenges that many Black people had in this community was working, specifically the women. So there were factories in the community like FMC, Avon, and some of those people eventually went on to work in manufacturing or work in those factories, but up until that point, many of the Black women were required or could be, I shouldn't even say required but only allowed to be domestics in the white family homes. And how I know that is I started asking like my grandmother and some of my older relatives why was it that you guys are so limited in terms of work? So for instance, all throughout my mother's year of raising us she was a domestic, so she went and she worked in white families' homes and that's how she raised us, and it was not easy because we were extremely poor. But one of the things that they told me, they said at the time that was all the jobs that we had, we didn't have options to go do other things, if we didn't work in the white family homes, like doing ironing or cleaning, we didn't have a job. So when I was younger, well actually probably before I was even born, my grandmother had a short period of time worked at the University of Delaware, which a lot of Black people did, like they cleaned the dorm rooms and stuff. She went on later in life, and this is when I was growing up but I, just this is how I remember her, she worked at Dupont and she work in the kitchen at Dupont. Now when you say that it doesn't sound like it's this fantastic job because Dupont typically hires engineers, but here's how it played to her advantage. One of the things that Dupont had was a pension plan, and for every dollar that you put into their savings, okay, and this is really kind of like old school because today people don't do that as much, it's like a 401(k), they would match it. And I remember my grandmother saying to me that when she started working at Dupont, she was putting like not a lot of money but for every dollar they would match it, and she said that a lot of her friends would say "Liz why are you giving those people your money?" And what happened is when it came time for her to retire, she was born in 1908, she retired at 65, she lived on her own, she had her own house and she was one of the few elderly women that could actually loan money to her grandchildren and others because she saved her money. So it actually was to her advantage to have worked for Dupont, because when it was time for her to retire, she had a pension plan, she had healthcare, she was able to live on her own, and do things for her children and her grandchildren. So she was really a sage and, in addition to that, many of them were also entrepreneurs.