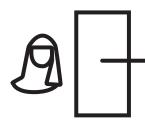


The "Problem" Woman of Colour in the Workplace

white leadership

The Woman of Colour enters the organization





Honeymoon

 the Woman of Colour feels welcomed, needed, and happy tokenized hire



repetitive injury & microaggressions

Reality

- the Woman of Colour points out issues within the organization
- she tries to work within the organization's structure and policies

Retaliation

the organization decides that the

targets her

"not a good fit

woman of colour is the problem and

the organization labels the conflict

claims that she is not qualified or

as a "communication issue" or

• she pushes for accountability



Response

- the organization denies, ignores, and blames
- the responsibility of fixing the problem is placed on the Woman of Colour
- People of Colour are pitted against one another

target & attack



The Woman of Colour exits the organization

denial of racism