



Welcoming Beyond Tolerance

- PoC feels welcomed without feeling tokenized
- Collaborates with supervisor to set achievable goals
- Begins to develop organic, non-political, non-competitive relationships with peers
- Considers support system and goals outside of work



minimizing nicroagressions

Adjusting to the Organization

- Allies give information on the organization, building environmental awareness
- PoC is invited to collaborate on successful projects
- PoC is able to ask questions of trusted peers
- Both PoC and institution are open to ideas
- PoC is able to steer clear of pitfalls & use their energy in an impactful way

ers of

relationship building

context and

Growth

- The value and contributions of the PoC within the organization are seen and named
- Relationships expand and deepen
- The new PoC is able to choose to collaborate with other minoritized collegues
- PoC and marginalized people do not have to compete for resources or respect



- The institution and the new employee are both open to feedback and change
- Management works to address bias and white fragility
- Continued opportunities are presented to the new PoC employee
- Efforts are made to accept difference and move beyond face-value diversity



Person of Colour has healthy experience, and can choose to stay or to leave organization

collaboration

Original infographic adapted from "The Chronicle of the Problem Woman of Color in a Non-Profit" by the Safehouse Progressive Alliance for Nonviolence, www.coco-net.org

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