DON’T JUST TOLERATE MY BLACKNESS OR COLOR

Using DEI to rebuild the table in the workplace
“Dear Young Woman”
A Poem of Empowerment

https://youtu.be/adUToRtRkaY
Is your color or blackness being just tolerated?

TOLERATED

- Allow the existence, occurrence, or practice of (something that one does not necessarily like or agree with) without interference
- Accept or endure (someone or something unpleasant or disliked) with forbearance
- Be capable of continued subjection to (a drug, toxin or environmental condition) without adverse reaction
DEI COMMITTEE – THE BEGINNING OF THE “RECKONING”

The Head
White woman – thought she owned all the solutions to structural racism

Diversity??
The entire committee was white, except for one black man, Joe
WHY WOMEN OF COLOR CAN'T PROGRESS IN LEADERSHIP

Micro Aggressions
Saturn is composed mostly of hydrogen and helium

Unconscious Bias
Jupiter is the biggest planet in the Solar System

Double Standards
Mercury is the closest planet to the Sun and the smallest one
WAYS FOR WOMEN OF COLOR TO ADVANCE IN LEADERSHIP

- Have a sponsor or mentor
- Be dependable
- Be self-motivated
- Bring a different perspective
- Ask Questions
It's time to rebuild the table

Let's stop asking for a seat at the table

» The table wasn't built for us
» We need to build a new one
» The prior rules have been in existence for years
What can you do for real?

- Think long term
- Start playing detective
- Look for intentional and unintentional discrimination
- Hold **EVERYONE** accountable

WHAT CAN YOU DO FOR REAL??
Use whatever DEI committee or work that your organization has. If there is not something already established, create it.

✓ Confidence
✓ Respect
✓ Foundational changes

THANKS

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