



# 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>

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**BRITTA B.**



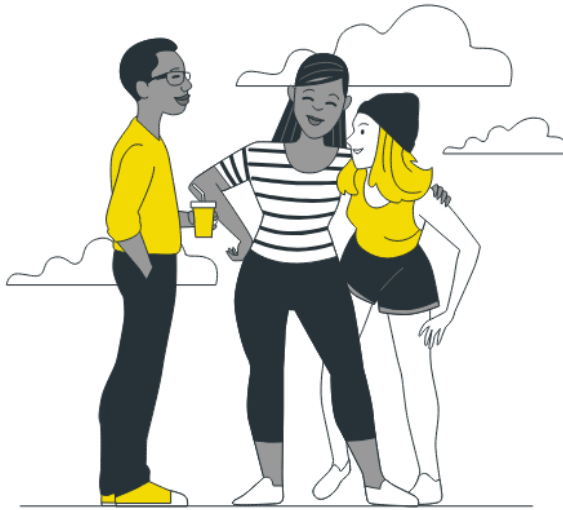
# IS YOUR COLOR OR BLACKNESS BEING JUST TOLERATED?



## T - O - L - E - R - A - T - E - D

- **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

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## Diversity??

The entire committee was white, except for one black man, Joe

# WHOA

19%

WHITE WOMEN  
C-LEVEL (EXECUTIVE)

3%

WMN OF COLOR  
C-LEVEL (EXECUTIVE)

29%

WHITE WOMEN  
ENTRY LEVEL

18%

WMN OF COLOR  
ENTRY LEVEL



# WHY WOMEN OF COLOR CANT 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





# SCREAM IT

## FROM THE ROOFTOPS

### 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



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- The background of the slide features a grayscale image of several raised fists, symbolizing protest or solidarity. The fists are positioned at various heights and angles, creating a sense of movement and collective action. The overall tone is serious and motivational.
- Think long term
  - Start playing detective
  - Look for intentional and unintentional discrimination
  - Hold EVERYONE accountable

**WHAT CAN YOU DO  
FOR REAL??**

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Use whatever DEI committee or work that your organization has. If there is not something already established, create it

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# THANKS

- ✓ Confidence
- ✓ Respect
- ✓ Foundational changes

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