
*Level Up: Setting
Boundaries in the
Workplace*

INTENT
VS. IMPACT



Black Women Labor Market History 1880's – 1940's



Black Women Labor Market History 1950's – 1970's



Black Women Labor Markey History 1980's – 2020's



How does this relate to setting boundaries in the workplace for women of color ?

Intent vs Impact of Setting Boundaries in Workplace

INTENT

- “A boundary is a limit or space between you and the other person; a clear place where you begin, and the other person ends . . . The purpose of setting a healthy boundary is, of course, to protect and take good care of you” (n.d.).
- Workplace boundaries are important because they create a safe, supportive, and conducive working environment for everyone. They are the physical, emotional, and mental limits you create to protect yourself from over-committing, being used or behaving in unethical or inappropriate ways.

IMPACT

- Boundaries in the workplace ensure everyone can thrive. Without boundaries, employees may feel stressed, angry, confused or resentful. Having strong relationships with people at work starts with defining the kind of behavior that is suitable for the environment.
- **Boundaries** help establish connection among employees, allowing them to focus on their roles and respect those who are in a higher and lower position. A **boundary** of respect will enable people to speak up, share ideas, suggest creative solutions to problems without fear of ridicule or embarrassment.

Not Setting Boundaries – the different reasons for white women and women of color

- Guilt
- Fear of not Belonging
- Not entitled
- FOMO
- Fear of saying “No”
- Not asking for help
- Cultural differences
- Fear of how it will be perceived
- Fear of challenging authority
- Fear of being uncooperative
- Not encouraged
- Fear of not being grateful

Setting YOUR boundaries in the workplace

Know you value and own your power – Define your work relationships.

Create structure – Put work in its proper place.

How to say it – Make yourself be heard.



Thank you!