The “Problem”
Woman of Colour in the Workplace

Woman of colour enters the organization

White leadership

Tokenized hiring

Honeymoon
- woman of colour feels welcomed, needed, and happy

Reality
- woman of colour points out problems
- tries to work within
- pushes for accountability

Responsive injury

Denial of racism

Target & attack

Retaliation
- organization decides that the woman of colour is the problem and targets her
- organization labels the conflict as a communication issue, a personnel issue, or claims the woman of colour is not qualified or “not a good fit”

Woman of colour exits the organization

Adapted from “The Chronicle of the Problem Woman of Color in a Non-Profit” by the Safehouse Progressive Alliance for Nonviolence