Being a Black Woman in Leadership

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Objectives

ADDRESS CHALLENGES BLACK WOMEN EXPERIENCE IN THE WORKPLACE.

IDENTIFY TECHNIQUES FOR DISPLAYING CONFIDENCE, PRESENCE AND CREDIBILITY

HOW TO MANAGE CONFLICT, CRISIS, AND RESISTANCE IN A NON-DIVERSE ENVIRONMENT

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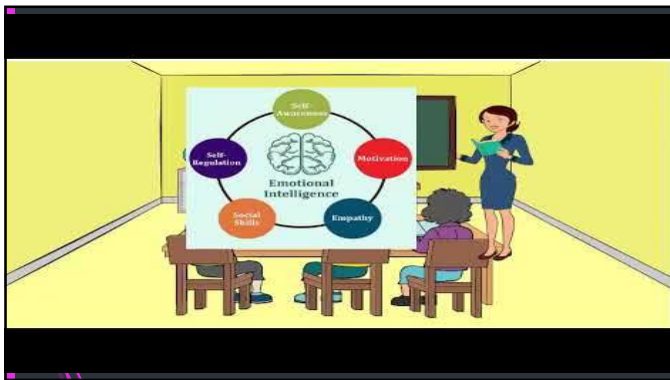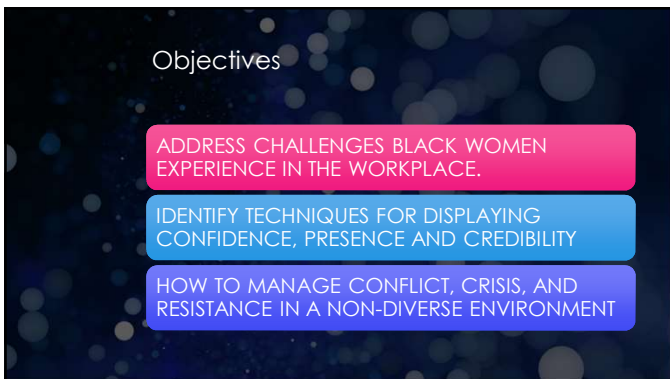## Racial Inequities in Leadership

The African American population is projected to grow 63.6 percent by 2060 and will make up 17.9 percent of the total U.S. population.[1]

Women of color represent approximately 37 percent of working-age women.

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Racial Inequities in Leadership

But they make up less than 10 percent of positions for "first/mid-level officials and managers;"

less than 5 percent of positions for "executive/senior-level officials and managers;" and
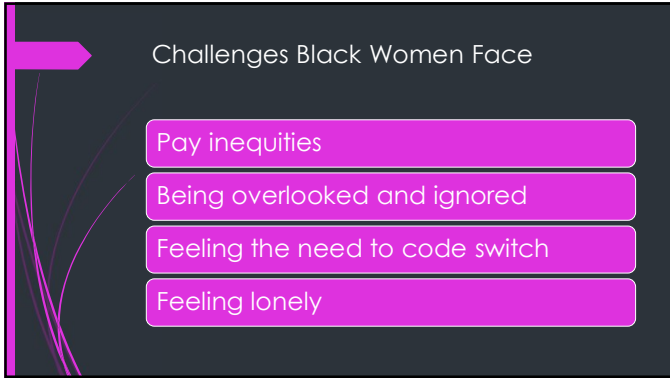
less than 1 percent of CEOs of S&P 500 Companies.

Additionally, women of color only hold approximately 3 percent of the board seats of Fortune 500 companies, and many of those women are double counted because they serve on multiple boards.

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Challenges Black Women Face

Pay inequities

Being overlooked and ignored

Feeling the need to code switch

Feeling lonely

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Techniques for Confidence, Presence, and Credibility [DA0]

- Cut out the negative self-talk
- Stop comparing
- Be authentic
- Avoid perfectionism and celebrate your wins
- Self-care
- Be consistent

- Grow professionally
- Stay up to date with changes in your field
- Be accountable
- Set goals and work to achieve them
- Take initiative
- Stand up for yourself

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Group Activity

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Conflict, crisis, and resistance in a non-diverse environment

- Using inclusive language at work
- Making regular check-ins with team members a priority
- Adding more holidays to the workplace calendar to cover all employees' cultural and religious celebrations
- Making the workplace a safe space

- Asking all team members for their input on new initiatives and strategies
- Create opportunities for group conversations
- Posting multilingual signage around the workplace

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Have a plan to manage conflict and crisis in the workplace

1 → 2 → 3 → 4 → 5

1. Create a process
2. Take immediate and appropriate action
3. Make sure there is a safe space
4. Train the staff
5. Be patient in the process

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Questions

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Thank you

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DA0 [@Breanna Williams] update info and add photo
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Slide 14

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