The “Problem” Woman of Colour in the Workplace

The Woman of Colour enters the organization

Honeymoon
- the Woman of Colour feels welcomed, needed, and happy

Reality
- the Woman of Colour points out issues within the organization
- she tries to work within the organization’s structure and policies
- she pushes for accountability

Response
- the organization denies, ignores, and blames
- the responsibility of fixing the problem is placed on the Woman of Colour
- People of Colour are pitted against one another

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

The 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
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