A Chronicle of “The Problem Woman of Color” in a Non-Profit

PURPOSE Of Organization: To Help Others

ORGANIZATION:
- Deny, ignore, blame, retaliate
- Responsibility is put back onto women of color to fix the problem
- People of color are pitted against each other
- Women of color targeted

REALITY OF RACISM:
- Woman of color points out problems
- Tries to work within
- Pushes for accountability here
- Pushes against system

INTERNAL PRACTICES:
- White leadership
- Tokenized hiring
- Repetitive injury
- Denial of racism
- Criticism from communities of color

RESULT: HARMS PEOPLE OF COLOR

FOUNDATION: Problem becomes Woman of Color

INSTITUTIONAL RACISM REDEFINED:
“Communication Issue” “Not a Good Fit” “Not Qualified” “Personnel Issue”