

Centering BIPOC Leadership

Angel Brown
True Colors Untied



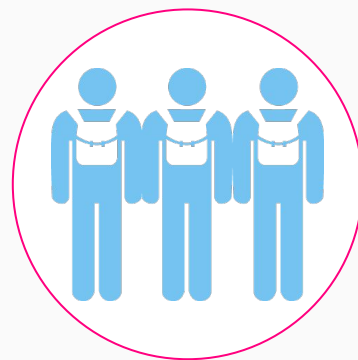
What we do:



**Training & Education
Technical Assistance**



Advocacy



Youth Action



The Issue: BIPOC Providers

Many BIPOC staff may experience racial harm within the workplace and beyond.

We must center the voices, experiences, and expertise of BIPOC staff in the workplace.

Many BIPOC staff face underrepresentation in the workplace.

Many BIPOC staff are subject to microaggressions and overt aggression in the workplace.

There is often a lack of professional development for BIPOC staff.

This is especially true for younger BIPOC staff



We Must be Anti-Racist

Organizations should voice the need for and the value of antiracism work.

Organizations should commit to doing racial equity work rather than waiting for BIPOC employees or allies to take action.

We must remove the burden on BIPOC staff to hold/lead racial equity efforts.

It is not enough to show solidarity; allyship must be a long-term, ongoing commitment.

Source: [Coalition for Diversity & Inclusion in Scholarly Communications](#)



Intersectionality

A term coined by Professor Kimberlé Crenshaw in 1989, intersectionality is defined as **“the interconnected nature of social categorizations such as race, class, and gender, regarded as creating overlapping and interdependent systems of discrimination or disadvantage”**



Intersectionality

Intersectionality acknowledges that everyone has their own unique experiences of discrimination and oppression, and we must consider everything and anything that can marginalize people:

Gender, Gender Identity, Race and/or Ethnicity, Language, National Origin, Sexual Orientation, Physical Ability and/or Disability Status, Religious Beliefs, Age, and Other Identity Markers



Intersectionality

By understanding intersectionality, you can better see all the different ways people in your workplace experience racism with respect to their identities.

All other forms of oppression intertwine and complicate racial oppression, so it is equally important to acknowledge other aspects of identity when discussing antiracism.



Intersectionality

We should work to ensure that our antiracist actions are also intersectional.

To become better allies and build an intersectional, inclusive workplace, base your approach on:

- Self-interrogation;
- Listening and learning;
- Being mindful and precise with your language;
- Reflecting on privilege and advantage; and
- Being mindful not to place people in categories based on a single story or narrative.

Source: Coalition for Diversity & Inclusion in Scholarly Communications



Intersectionality

Investing equally in each other's issues and goals can bring forth a transformative change.

To be anti-racist, one must actively work to create anti-racist practices, policies, and procedures in the workplace.

It is through the lens of intersectionality that we can solve problems. We can do this by:

- Addressing pay gaps
- Creating equitable positions
- Responding when harm has been done
- Supporting BIPOC staff in professional development

Source: Coalition for Diversity & Inclusion in Scholarly Communications



Recruiting BIPOC Staff

- Establish relationships with BIPOC led organizations for outreach efforts
- Engage local racial justice organizations
- Tap into your local restorative justice or healing justice communities
- Conduct person-to-person outreach
- Utilize job boards & recruitment websites (e.g. Idealist.org, Indeed, LinkedIn)



Onboarding BIPOC Staff

It is important that your organization/agency provide tools and resources to ensure each person's success in their new role.

The onboarding stage is a critical stage for making sure that you communicate to BIPOC employees that your organization/agency is committed to antiracist values and to helping them succeed.

- Ask about goals and inspiration
- Provide clear guidance and support
- Focus on culture and connection
- Provide professional development opportunities
- Create an environment that values growth and development



Onboarding BIPOC Staff

Review the policies and procedures of you organization

Provide information about the organization's vision, mission, values, and culture

- This will assist BIPOC employees in understanding the various ways that people come together at your organization



BIPOC Employee Questions

The following questions will likely be at the forefront of BIPOC employees' minds when they start their new role:

- Is the culture at my organization inclusive and supportive?
- Can I be my true, authentic self?
- Are my opinions and perspectives valued and respected?
- Can I effectively share ideas, propose recommendations and solutions, and address concerns without fear of backlash or retaliation?



BIPOC Employee Questions

- Are there opportunities to grow and are these opportunities consistent and equitable across the organization?
- Are there opportunities and mechanisms for information sharing?
- Are performance expectations the same for BIPOC employees as for others?
- Is the organization aware of how biases, stereotypes, and microaggressions play out in the workplace, and the impact that these behaviors have on BIPOC employees?
- Are people who look like me in leadership positions?



Inclusion

When BIPOC staff feel that they are **treated fairly**, that their **uniqueness is appreciated and valued**, that they **belong**, and that they have a **voice** in the decision-making process, they will also feel included.

Inclusive leaders provide BIPOC employees with the space for them to be true to who they are and **cultivate an environment where their ideas and perspectives are respected and valued.**

Source: [Coalition for Diversity & Inclusion in Scholarly Communications](#)



Avoid BIPOC Burnout and Overburdening

The burden should not fall on BIPOC staff when everyone has a responsibility to speak up and act as agents of change.

BIPOC staff can provide perspective in discussions and help prioritize actions, but they are not responsible for achieving the solution.

Identify internal and external supports for BIPOC team members.

Staff Training

Consider providing training on the following:

- Job Duties
- Career planning
- Communication
- Conflict management
- Decision making
- DEI
- Leadership
- Hard and soft skills
- Time management
- Teamwork and collaboration



Tips for the Workplace

- Racial equity efforts should be the work of all staff
- Encourage staff to apply a lense of intersectionality to the work
- Create and equitable hiring and onboarding process
- Avoid burnout and over burdening
- Provide mentoring and coaching support
- Create a culture of community
- Move at the speed of equity
- Ask, listen, learn, and lead



Supportive Environments: Questions to Consider

1. What do you need to do to prepare for new BIPOC staff?
2. What are activities that new BIPOC employees can participate in?

Authenticity in the Workplace

Ask yourself:

- Can BIPOC employees be around those with whom they can be their true self?
- Do BIPOC staff have role models who have faced workplace challenges similar to theirs.
- Does your organization pay attention to how BIPOC staff are feeling?
- Do you build trust with your BIPOC staff?
- Do BIPOC staff feel obligated to educate others in DEI settings? Are they volentold?
- Are you aware of tokenism?

Source: Coalition for Diversity & Inclusion in Scholarly Communications



Special Consideration for Younger BIPOC Providers

Homelessness work may be new to young adult BIPOC providers. They may need additional supports to get acclimated and involved in the work.

Young adults may require:

- Professional mentorship
- Detailed work plans, guidances, and protocols
- Meaningful supervision
- Training on hard and soft skills
- Historical knowledge



Thank you!

angel@truecolorsunited.org

