Woolly Racism 1

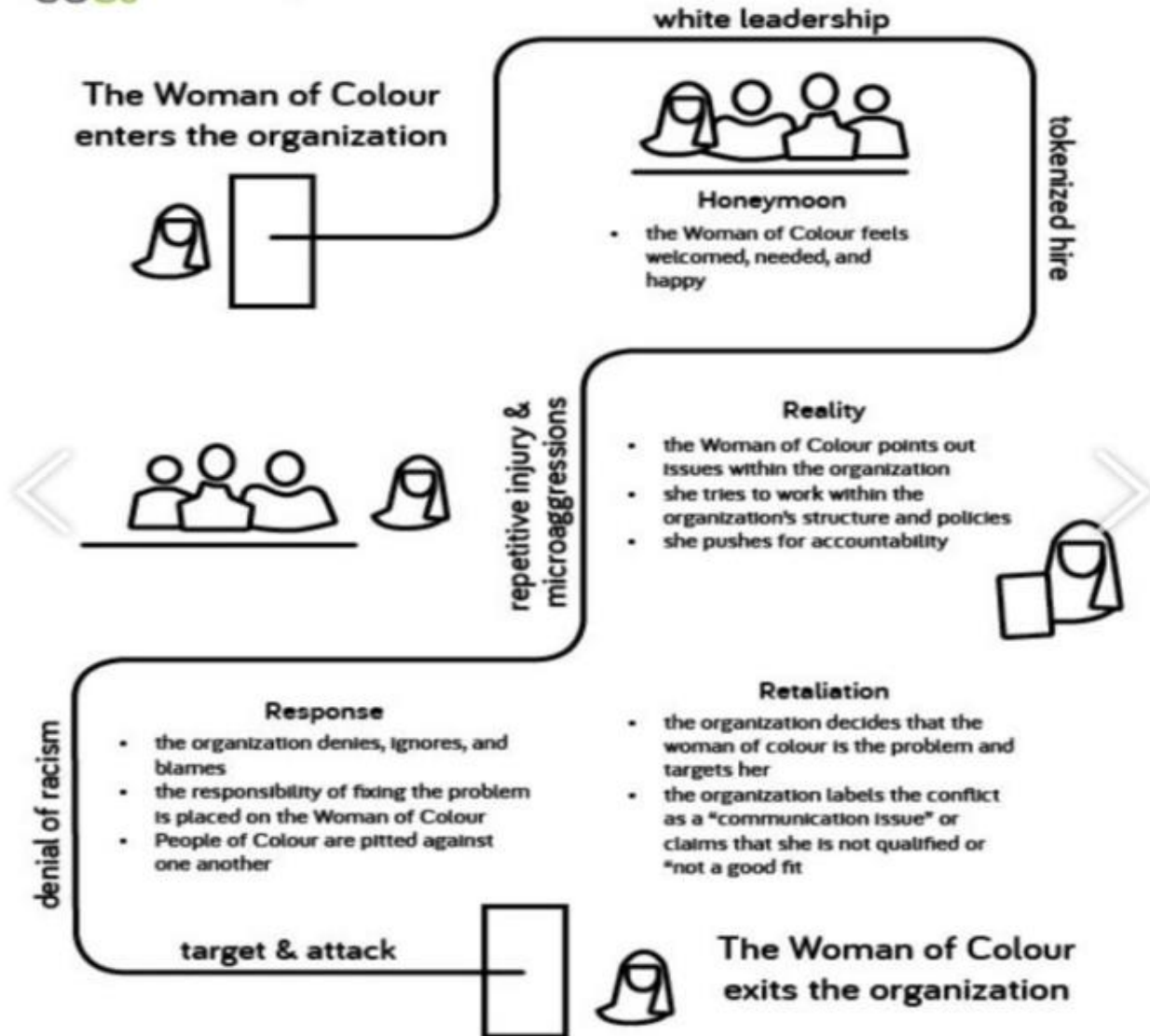**Meanwhile, at the elite leaderSHEEP annual away day...**

"Afternoon everyone, we've had a RAMtastic BAMEwave! As part of our new bold and innovative race equality strategy, we thought it'd be absolutely HERDsome for Shanice to give us a BLEAT about her 'colourful' experiences again. What do you think Shanice?"

Shanice: 😳😔😖 (💬...exBLEATives...💬)

@wayne_reid79

https://coco-net.org/problem-woman-colour-nonprofit-organizations/

The "Problem" Woman of Colour in the Workplace

The Woman of Colour enters the organization

white leadership

tokenized hire

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

repetitive injury & microaggressions

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

denial of racism

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"

target & attack

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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Woolly Racism 2

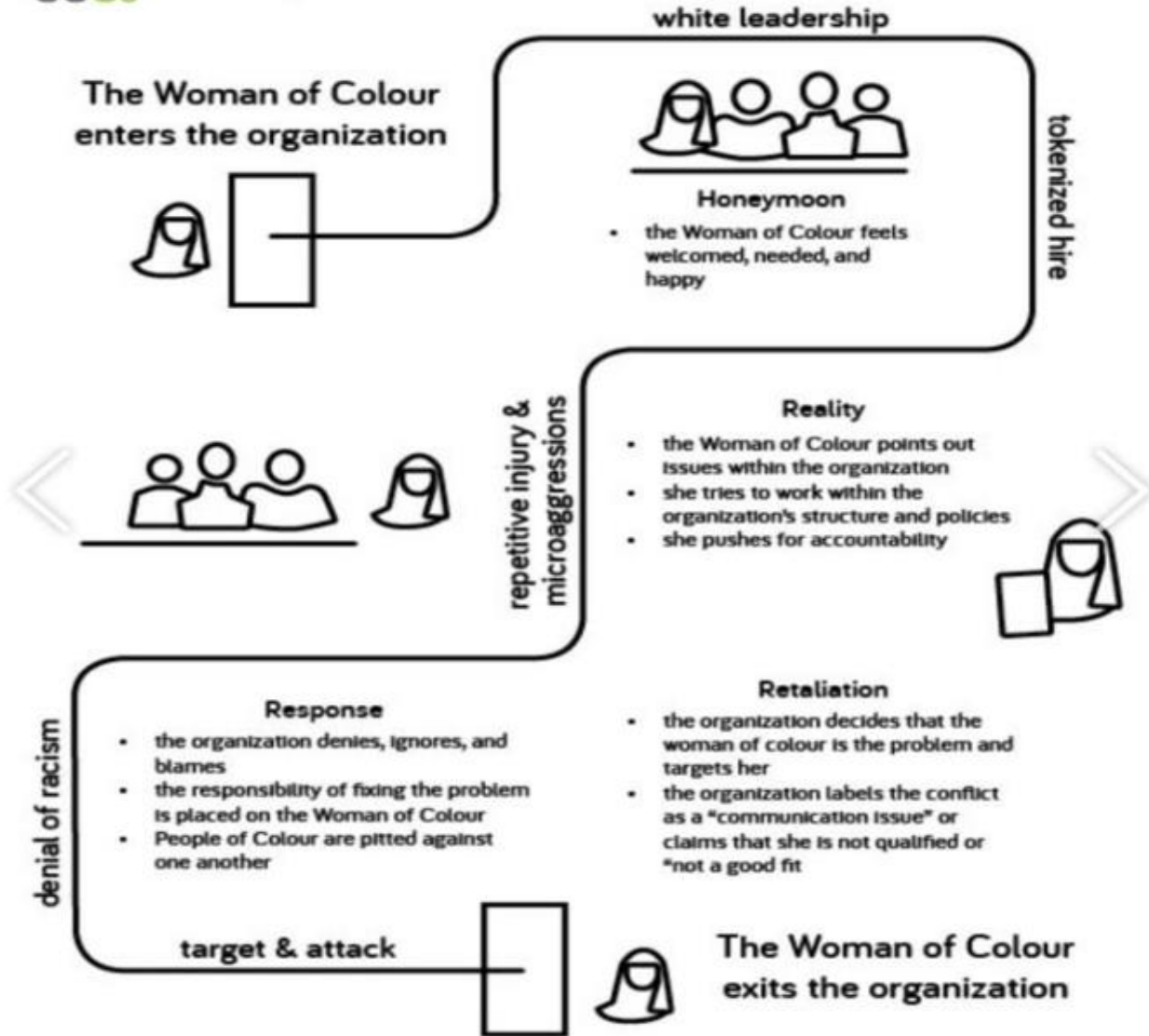**It was standing room only at the elite leaderSHEEP annual conference…**

"… There's been some BLEATING in the news about Black Sheep Matter. Of course, ALL SHEEP MATTER, but we've had a BAMEwave… Shanice, you know about this stuff, how would you feel about writing another RAMtastic blog?"

Shanice: 😳😔😕 (💬…exBLEATives…💬)

@wayne_reid79

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COCo — The "Problem" Woman of Colour in the Workplace

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Woolly Racism 3

Shanice could sense her new colleague had a burning question to ask. She had been following her around all morning...

"Hiya love. Oh, I just LOVE your hair...! So where are you from?"

Shanice: "Hi... thanks. Erm... Yorkshire."

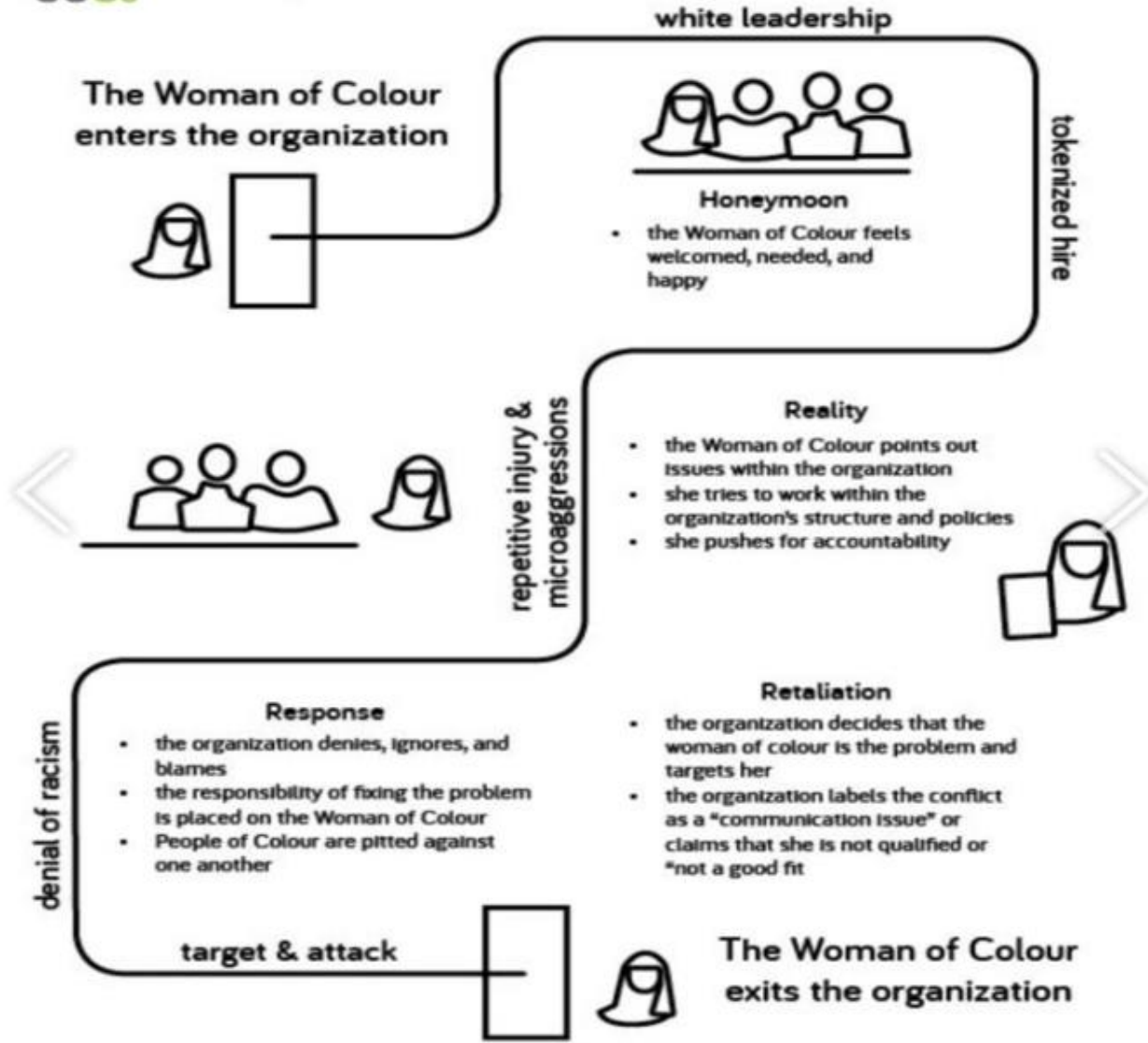"No, silly, we're in Yorkshire now! I mean where are you REALLY from?!"

Shanice: 🥺 😔 😫 (💬...exBLEATives...💬)

@wayne_reid79

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Woolly Racism 4

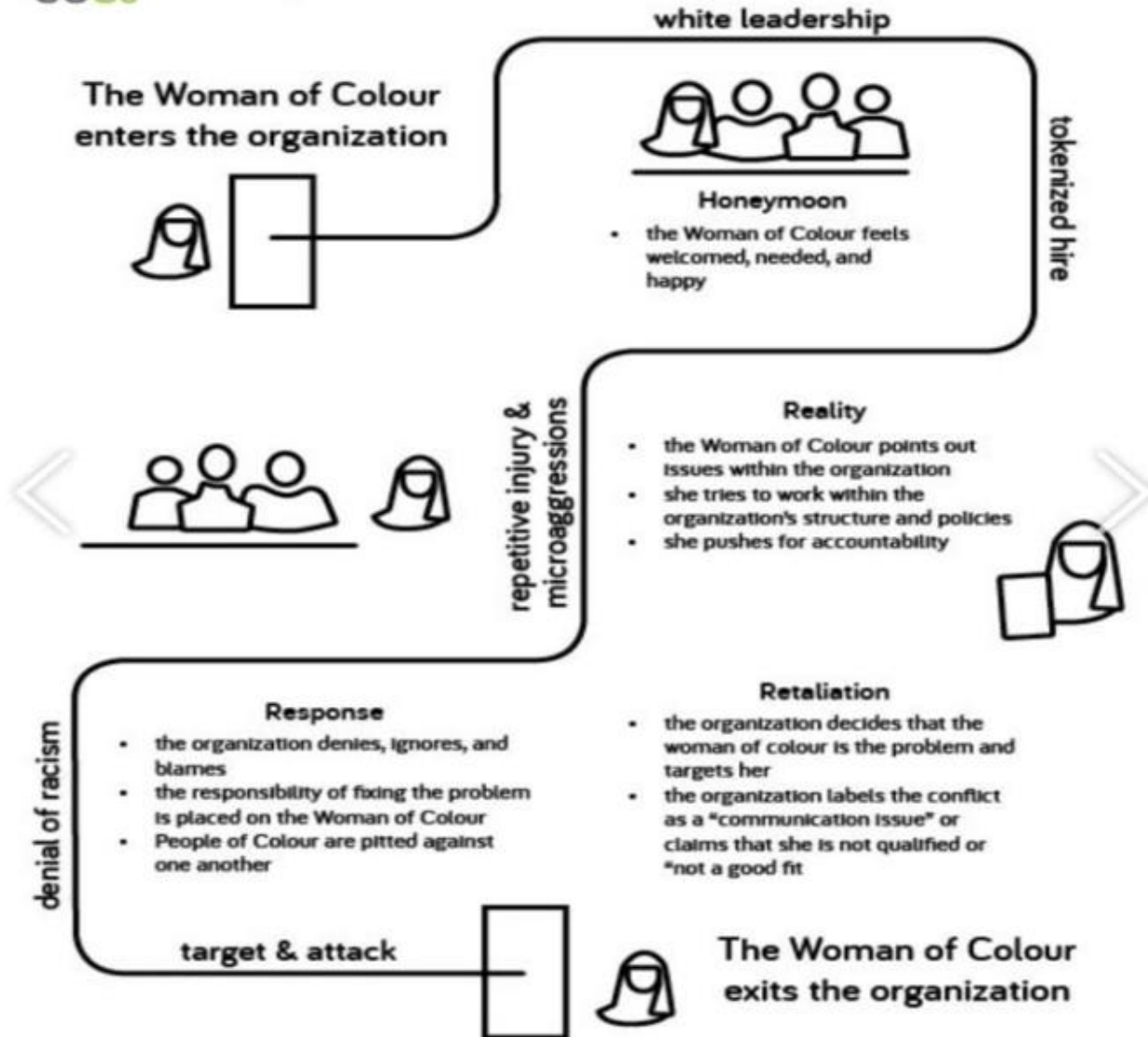**The elite leaderSHEEP meetings were in danger of becoming a bit predictable…**

"…So this Black Sheep Month, we are proud to remind everyone that we are an equal opportunities employer. Our 'colourful' colleague Shanice is a RAMtastic example of our track record…"

Shanice: 😳 😔 😖 (💬…exBLEATives…💬)

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Woolly Racism 5

Shanice didn't like the senior leaderSHEEP manager's 'banter', especially when he had an audience...

"I'm guessing you lot prefer the summer sun over this snowy weather don't you, eh Shanice?? I'm nearly as dark as you when I tan, y'know?!"

Shanice: 😳😌😔 (💬...exBLEATives...💬)

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