

Scenarios Submitted:

As part of the Morning Session, presenters Kami Anderson, Ph.D., and Joy Wiggins, Ph.D., invited participants to submit scenarios of experiences that affected them or caused them not to feel trusted or protected by Black and White women. The following are the scenarios that participants submitted. Some of these were addressed during the workshop. We are sharing these scenarios for two reasons: 1) that you, as a participant in this session, can reflect on them in terms of the concepts and insights presented and learned at the session, and 2), that you will continue to address these issues with other women in your organization.

Scenario 1:

Two people talking at work

“Why are folks so sensitive? I am not offended! You can say what you want around me and I won’t take it personally.”

How to handle when you hear this conversation.

Scenario 2:

When I was on a jog/run in college, by myself, a car of Black girls pulled into a gas station. Today, as a mature woman, I do not feel threatened every day, but that fear of exposure lingers.

Scenario 3:

Going to an event and at registration a White woman asked to see my ID to confirm my identity, but didn’t ask any of my White colleagues.

Scenario 4:

Black women giving me “the look” or suddenly ignoring me/treating me negatively (I am a White woman) when they learn my husband is Black.

Scenario 5:

Having a Black woman with less experience get a job over a White woman who is qualified, just so the diversity box is checked.

Scenario 6:

Black woman to White woman:

When there is a normal conflict using the defense of “because I am Black”

Ex.: “You’re saying this because I’m Black.”

Scenario 7:

When there’s racial profiling at work, how do I be an ally?

Scenario 8:

I am an African American HR manager. A White manager is directed to talk to me about their difficulties managing an African American employee.

Scenario 9:

Watching my Black colleagues not be treated fairly by our White female boss.

Scenario 10:

Hearing comments from a Black colleague about how a White manager compared him to her ex-husband (which was very discriminating).

Scenario 11:

Piling on work and direct reports on my POC [people of color] colleagues with no change in compensation.

Scenario 12:

Being passed over for a promotion only to have to train my White counterpart for the promoted job (and being thrown under the bus by this person when a job doesn’t get done).

Scenario 13:

Colleague says, “Oh, I had this interaction with X, they’re so racist (or substitute sexist). I feel harassed.”

Other colleague responds, “Oh don’t worry about them. They’re a jerk to everyone. It wasn’t racism (sexism).”

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