

she will.

WOMEN OF COLOR CANVAS

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women's leadership lounge



on being a woman of color.



BEING IN DOUBT

On being enough, believing in yourself, feeling confident, and leading with courage.

CHALLENGES:

- Question sense of belonging with lack of vertical and horizontal diversity
- Edit self to adjust and assimilate
- System/culture forms doubt with sense of self and ability
- Always having to prove competence



BEING SPONSORED

On having access, being lifted up, and gaining exposure during career.

CHALLENGES:

- Lack of mentorship or a leader to sponsor you
- Harder navigation without network access
- Try to figure it out in isolation
- Micro career setbacks



BEING THE ONLY

On being the only one represented, high visibility, and pressure to perform.

CHALLENGES:

- 45% of WOC are the only one in the room
- Feel higher standards of proving self
- Weight of being perfect and assuming extra work/tasks
- Social barriers



BEING PROMOTED

On being paid fairly, development for promotions, and being in the pipeline.

CHALLENGES:

- Being educated and being paid less
- Being underrepresented in leadership positions
- Challenges to be seen for promotion
- Do the work and don't get the credit



BEING OTHERED

On being valued, belonging, receiving fair treatment, and able to contribute.

CHALLENGES:

- Microaggressions and being slighted
- Being labeled, bias, and exclusion
- Marginalized, alienation, discrimination, hostile work environment, and unable to be successful

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on rising above.



INTERSECTION OF IDENTITIES

She Is A Barrier Breaker, A History Maker, & A Pattern Interrupt.

CHALLENGES TO MAINTAIN AUTHENTIC IDENTITY & SENSE OF SELF	BEING VISIBLE AS A TOKEN, BEING INVISIBLE FOR PROMO	PRESSURE TO PROVE COMPETENCE & ABILITY	LACK OF DIVERSITY RESULTING IN ISOLATION	PAY & PROMOTION INEQUITY	BURDEN TO DISPROVE OR PROVE STEREOTYPES OF MINORITY GROUP
ADJUST BEHAVIOR TO ASSIMILATE	NOT GETTING A SECOND CHANCE WITH MISTAKES	HIGHER SCRUTINY	LACK OF DIVERSITY AFFECTING A SENSE OF BELONGING	SOCIAL BARRIERS	LACK OF SPONSORSHIP & ACCESS FOR OPPORTUNITY

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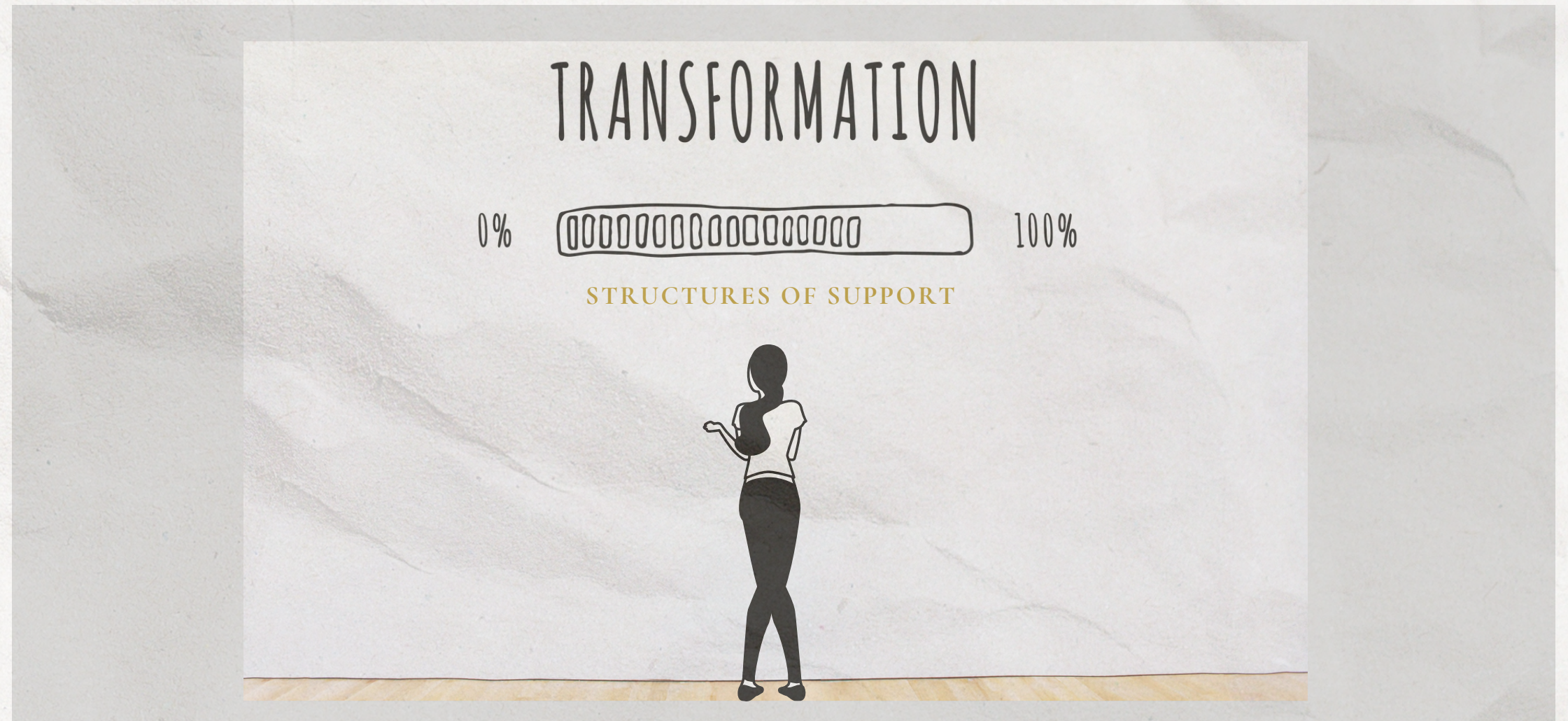
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on transforming consciousness.



LAW OF CONNECTION

- Find other WOC who lift you up.
- Seek out positive people and fill your life with those who help you grow.
- Stay above the noise with inner first leadership.

LAW OF GROWTH

- What happened is a lesson, but not your story.
- Heal wounds that are getting in your way.
- You are enough, exactly as you are, manage inner dialogue and limiting beliefs.
- Focus on mental health and overall well-being.

LAW OF PURPOSE

- Fuel what has passion.
- Find what has authentic purpose and take steps to align your life.
- Sometimes your wound is your hidden gift.
- Choose your greatness over any pain, never give up.
- Identify what is unclaimed.

LAW OF CREATION

- Stand down the ego and quiet the inner judgments and critic.
- If you are not failing, you are not living.
- With intentionality access your imagination, awe, and wonder and see what surfaces.

LAW OF CHANGE

- In disruptive times, stay open to outcome, not attached to outcome.
- Apply wisdom.
- Inner world represents outer world, pay attention to alignment.
- Transcend beyond duality and polarity.