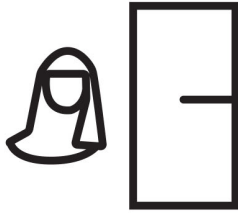


Actively welcoming and retaining people of colour in the workplace - a collaborative approach to autonomy and allyship

self-aware leadership

The person of colour enters the organization



Welcoming Beyond Tolerance

- PoC feels welcomed without feeling tokenized
- Collaborates with supervisor to set achievable goals
- Begins to develop organic, non-political, non-competitive relationships with peers
- Considers support system and goals outside of work

context and relationship building

Adjusting to the Organization

- Allies give information on the organization, building environmental awareness
- PoC s invited to collaborate on successful projects
- PoC is able to ask questions of trusted peers
- Both PoC and institution are open to ideas
- PoC is able to steer clear of pitfalls and use their energy in an impactful way



minimizing microaggressions



Growth

- The value and contributions of the PoC within the organization are seen and named.
- Relationships expand and deepen
- The new PoC is able to choose to collaborate with other minoritized colleagues
- PoC and marginalized people do not have to compete for resources or respect

collaboration

Retention & Promotion

- The institution and the new employee are both open to feedback and change
- Management works to address bias and white fragility
- Continued opportunities are presented to the new PoC employee
- Efforts are made to accept difference and move beyond face-value diversity



Person of Colour has healthy experience, and can choose to stay or to leave organization