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

**Adjusting to the Organization**
- Allies give information on the organization, building environmental awareness
- PoC is 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

**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

**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**

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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