

I AM **NOT** INTIMIDATING *they're* INTIMIDATED

8 Solutions for Challenges
that Women Face in Their Career Journey

Company

1

Individual

Stereotyping & Bias

Implement workplace training programs that focus on unconscious bias and cultural sensitivity

We do not have the luxury of being mediocre

Make sure that you are always prepared

2

Double Discrimination

Establish support networks or affinity groups to provide a sense of community and solidarity

Find a sponsor who will help open doors for you.

3

Lack of Representation

Create mentorship and sponsorship programs that connect aspiring Black women professionals with successful leaders in their fields

Be willing to open doors for those behind you

4

Microaggressions

Encourage employees to speak up when they witness or experience such behavior, and ensure there are clear reporting channels with confidentiality

Be You!!!
"Well after the years of hard-work I owe it to myself to always pay homage to my cultural influences."
Dr. Cydnee Clarke



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Individual

Inequitable Pay Practices

Create transparent pay structures and ensure that promotions and salary adjustments are based on merit rather than subjective criteria.

Know your worth & document your wins. Don't be afraid to ask for more money

6

Limited Access to Mentorship

Encourage leaders to actively participate as mentors and provide resources to help mentees navigate their careers effectively

Connect with a village. Join organizations designed to elevate us

7

Educational Disparities

Develop partnerships with educational institutions to create mentorship and scholarship programs

Don't wait for the opportunity to be offered, advocate for yourself

8

Work-Life Balance

Provide resources such as employee assistance programs and mental health support to help manage stress and promote overall wellness

Be clear with yourself about your personal values and what is important to you

Be willing to walk away



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