

Source 4: Being Black – but Not Too Black – in the Workplace

In *Being Black – but Not Too Black – in the Workplace*, Adia Harvey Wingfield explains how employees who are black experience a stress their coworkers do not. They experience microaggressions, stereotypes, and obvious racism too. Many black employees will say they feel they must alter their identity while at work to come across as “whiter.” Issues with race are common among the workplace, yet many workers have said diversity training within their office doesn’t help the issue, but it even makes it worse. It heightens the stress of black employees and makes them feel singled out to their coworkers.

This article adds another inside perspective to minority experience within the workplace when it comes to diversity. The piece gives the author’s experience and others of racism within the office, and what it means to be black in the workplace. This concept of having to “act white” is something our other readings haven’t mentioned and is an important part of the conversation of a need for diversity within the workplace, because as Wingfield explains, the diversity isn’t always welcomed or celebrated. Instead, it’s forced to fit a norm that more equates to organizational culture.

Wingfield, Adia Harvey. “Being Black-but Not Too Black-in the Workplace.” *The Atlantic*,

Atlantic Media Company, 14 Oct. 2015,

www.theatlantic.com/business/archive/2015/10/being-black-work/409990/.