

Source 5: Working Identity

In *Working Identity*, by Devon W. Carbado and Mitu Gulati, the authors explain a concept called a “working identity,” with which people change and fit to different situations and circumstances throughout their day. They explain how this is common for minorities in primarily white spaces, especially in the workplace. Many people find themselves subconsciously fitting a mold for a particular environment, a concept that irradiates the actual benefits of diversity, and could be a symptom of organizational culture.

This is an important addition to my research because it’s one of the sources Adia Harvey Wingfield refers to most in her article, *Being Black – But Not Too Black – in the Workplace*. I gathered the perspective in this writing as a primary source, because the authors speak directly from experience to explain the concept of a working identity. This is a concept I think is important to include in our discussion, which is why I included this piece along with Wingfield’s.

Carbado, Devon W, and Mitu Gulati. “Working Identity.” *Cornell Law Review*, vol. 85, no. 5, July 2000. Article 4,