

Building Psychological Safety for WOC in the Workplace



RESOURCE GUIDE

1 Articles

- [Women in the Workplace 2023](#)
- [The Benefits of Psychological Safety](#)
- [Women of color in the workplace: why representation matters](#)
- [Creating Psychological Safety for Black Women at Your Company](#)
- [Stop Expecting Women of Color to Do Your Emotional Labor at Work: 7 Things to Do Instead](#)

2 Toolkits / Guides / Reports

- Deloitte: [Uncovering culture A call to action for leaders](#)
- [Race to Lead: Women of Color in the Nonprofit Sector](#)
- [The “Problem” Woman of Colour in the Workplace](#)
- [Black Women Thriving Report](#)

3 Podcasts

- [NPR: The Well Woman Show 328 Equity Centered Employee Engagement Leads to Collective Liberation & Joy with Viva Asmelash](#)
- [Brown Table Podcast with Dee C. Marshall & Mita Mallick](#)

4 Videos

- [On Demand Webinar Recording: A New Approach for Creating a Psychologically Safe Workplace](#)
- [What Psychological Safety Means to Black and Brown Employees](#)

5 Books

- [Inclusion on Purpose, Ruchika Tulshyan](#)
- [Reimagine Inclusion: 13 myths to Transform your Workplace, Mita Mallick](#)
- [The Fearless Organization: Creating Psychological Safety in the Workplace for Learning, Innovation, and Growth -Amy Edmonson](#)
- [How to be an Inclusive Leader, Your Role in Creating Cultures of Belonging Where Everyone Can Thrive, Jennifer Brown](#)
- [I'm not Yelling: A Black Woman's Guide to Navigating the Workplace, Elizabeth Leiba](#)

6 Equity-Centered Organizations to Follow

- [Racial Equity Tools](#)
 - [National Equity Project](#)
 - [Center for Urban and Racial Equity](#)
 - [Race Forward](#)
 - [Equity in The Center](#)
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C.O.R.E FRAMEWORK

C.O.R.E Framework			
Cultivate the Culture	Operationalize the Policies & Procedures	Restore Interpersonal Safety	Embrace Innovation & Authenticity

Source: I.R. Coaching & Consulting, LLC | www.ircoachingandconsulting.com

APPLYING IT TO YOUR WORKSPACE

How will you cultivate your work culture?	How will you operationalize Psychological Safety?	Examples of Restoring Interpersonal Safety:	Embrace Innovation and Authenticity by:

APPLYING C.O.R.E FRAMEWORK

April's Story

Read April's story, and respond to the questions below:

April, a Filipina American woman is up for promotion at her job. April has been with the organization for three years and has consistently performed well in her role and received positive remarks in her performance reviews. She is notified that she has not been selected for the promotion and the role was given to someone else on the team. April asks why she was not selected, and informed that selection committee did not feel she was ready. No other feedback was provided. Later, her supervisor asks April if she can train the colleague who was promoted so they are equipped in the role.

- Identify why April might not feel psychologically safe?
- How might April's identity impact her interpersonal safety?
- How could April's supervisor have responded differently?

