

# Key Themes & Findings



**THEME 1**

## *Perceptions & Surveillances*

Blackness is often perceived as inferior in the workplace and Black women are exhausted from codeswitching and having their appearance policed.



**THEME 2**

## *Discrimination & isolation*

Black women are experiencing microaggressions at the hiring stage, in the workplace, in their schools and community. Experiences of bullying and misogynoir have impacted their self-worth and confidence.



**THEME 3**

## *Leadership & advocacy*

Leadership experiences are described as too demanding, not appealing, and lead to microaggressions, whereas positive experiences surrounded equity, diversity and inclusion work.



**THEME 4**

## *Inadequate supports*

Young women reported not feeling supported when transitioning and navigating the workplace. Challenges with training, wellness, access to technology and COVID-19 supports were described as minimal or non-existent.



**THEME 5**

## *Gender-based discrimination & violence*

Young Black women are harassed and hypersexualized from a young age and through to adulthood in the workplace and schools. Experiences of domestic violence have also shown to impact the daily experiences and opportunities available to young offenders.



**THEME 6**

## *Organizational Capacity*

Staff across social services and justice systems at-large demonstrate inadequate representation and morale. There is a need for financial aid, resources and policies that enable greater support and education for and around young Black women.

