

1. HAIR

Do not ask a black woman if you can touch their hair. Consider for a moment whether you would ask your non-black colleagues the same question. This is impolite and within the context of history is considered derogatory.

2. BAG CLUTCHING

Do not clutch your bag when you walk pass a black woman/man/family; there is an assumption that even this black woman may have conspired with her husband and children to rob you, even though she may be just dropping her children off to school.

3. MISTAKEN AS THE HELP WHEN THEY ARE LEADING THE MEETING

These subtle suggestions that a black woman cannot be the CEO or leader is an assumption which needs to be eradicated.

4. TREATING BLACK WOMEN AS IF THEY SHOULD UNDERSTAND THE BEHAVIOUR OF ALL BLACK WOMEN.

Do not expect black women to explain the different ways other black women behave. We are all uniquely different just like other ethnic groups.

5. CONSPIRING.

Do not assume that when 3 black women having lunch together are conspiring to overturn the organisation. They are just hanging out.

6. ASSUME BLACK WOMEN HAVE THE RIGHT TO BE THERE. Assuming that we have a right to be somewhere is important. Consider whether you would challenge a white woman/man in a first-class carriage. You are not the police.

7. QUESTIONING MY CULTURAL HERITAGE. Do not assume the woman is from another country by cross examining her with words like, where are you from? What are you mixed with? Why do you look like that ?

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