

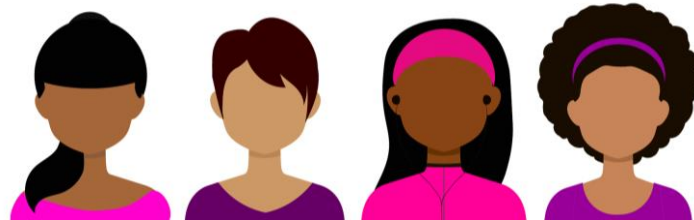
### The Black Girl Barometer

As part of the Trusted Black Girl Book we are encouraging Black women to consider whether they have ever been stereotyped into a particular “black girl persona” to help us to answer that question I developed the Black Girl Barometer. Tick every statement that someone has said directly to you or you have said to yourself in the workplace to find out if you have a dominant persona.

So which Black Girl are you?

The Trusted Black Girl – Someone who is often told that people “forget” that they are Black	
1a	Oh yea, you’re Black I forget that sometimes
1b	You’re not like the rest of them
1c	I am having a problem with <insert the name of a Black person> on my team. It’s not because he/she is Black. Can you give me some advice? Do you think I’m racist?
	I’m not being racist but .....
The Not-Black Girl – Someone who is devoid of obvious cultural markers that denote any culture apart from “Britishness”	
2a	Why do you refer to yourself as <African/Caribbean/Black etc> why don’t you just say British/English?
2b	You don’t have an accent or your accent is “posher” than mine
2c	I don’t even think of you as Black, I don’t see colour
The Exotic Black Girl – a woman who appears culturally ambiguous, due to hair or skin tone usually	
3a	You’re so light/fair are you sure your mum/dad is Black?
3b	Oh! I would have never thought of you as Black, are you latino?
3c	You don’t look Black you have an exotic look
3d	Oh! Is that where you’re from? I would have never thought you were from Africa
3e	Your prettiness/attractiveness may be a barrier to your progression
The Too Black Girl – someone who wears “traditional” or “ethnic” clothing and usually has a natural hairstyle that colleagues will comment on repeatedly	
4a	Why do you wear your hair like that do you think it looks professional?
4b	That’s a very ethnic outfit
4c	You have quite an urban accent

For more information about the Trusted Black Girl Book go to <http://roiannedd.com/the-trusted-black-girl/> or email [connect@roiannedd.com](mailto:connect@roiannedd.com)



The Angry Black Girl – the stereotypical aggressive Black woman

5a	Why are you being aggressive?	
5b	You looked angry in the meeting are you ok?	
5c	I can't believe you're taking offense to this.	
5d	I think you took it the wrong way, maybe you are being over-sensitive	

The Tired Black Girl – a brow-beaten woman who no longer fights against the “system” – the following statements represent likely internal dialogue rather than external comments

6a	I am just here for a few hours a day I will do my time and leave	
6b	No I don't want to go to the pub with these people they aren't my friends	
6c	I tried to bring that point up years ago it is best I just stay quiet and go home when my day/shift is done	
6d	I can't leave because I don't have the skills necessary to work somewhere else	

*The Workaholic Black girl. Always putting in the extra work, doing double what everyone else does for half the reward and very little recognition constantly hoping that your hard work will "speak for itself" – this persona is also defined by a mixture of internal dialogue [ID] and external comments [EC]*

7a	I am sure everyone knows how good I am [ID]	
7b	I don't think you're quite ready for promotion yet [EC]	
7c	I know you can do it (a common response when the workaholic Black girl attempts to renegotiate workloads and/or deadlines) [EC]	

**Get Involved**

To get involved with the Trusted Black Girl Movement and share your experiences go to twitter using #TheTrustedBlackGirl or email us your stories at [connect@roiannedd.com](mailto:connect@roiannedd.com)