

The Myth of Bringing Your Whole Self to Work

Link: [Jodi-Ann Burey: The myth of bringing your full, authentic self to work | TED Talk.](#)

[November 2020 (16 mins.)]

Burey is a writer, podcaster, and a self-described “disrupter of business as usual” to bring about social change. She explores the pseudo invitation to “come just as you are” offered to BIPOC and other underrepresented persons—LGBTQ+, people with disabilities—when they are recruited to employment positions. Upon arrival they find—again—that professionalism is narrowly defined by norms that have never made—and do not now make—space for them to bring their “full, authentic self to work.” They are asked to show up but are silenced; repercussions for speaking out—or not—result in few promotions, and/or “corrections” so that “others” feel more comfortable. Ultimately, traditional power structures and operating norms are not challenged. The result is that BIPOC employees and other marginalized people, to survive, contort their “authentic selves” in ways that are isolating, foreign, and painful. Burey describes her experiences and frames the conversation of, “Who sits at that table and who gets to be heard.”

“Writer Jodi-Ann Burey outlines steps toward exposing privilege and achieving true equity on the job – and implores those in leadership positions to accept responsibility for change,” (TEDTalk).

Additional Resources:

[Black professionals and racial bias in the workplace. \(slate.com\)](#)

The Cost of Deciding When to Be the Loud Black One at Work People of color pay a price for speaking up against bias in the office—and for staying silent. By [RACHELLE HAMPTON](#) [12/18]

[Confronting Racism at Work: A Reading List \(hbr.org\)](#)