DISMANTLING THE PERFORMANCE TAX FOR BIPOC WOMEN IN FINANCE

The Performance Tax is the invisible surcharge BIPOC women pay simply to be seen as equally capable, credible and ready for leadership as their peers.

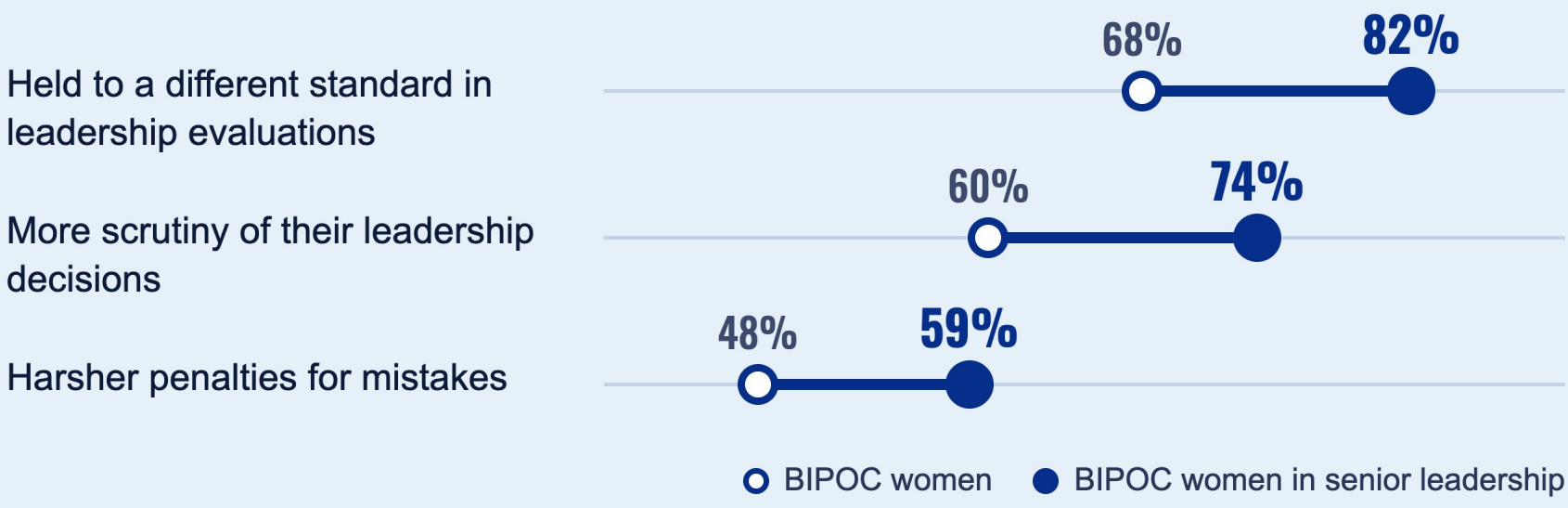
Across each dimension explored, the Performance Tax compounds as seniority increases; barriers become more pronounced, in senior leadership positions (those above middle management).

> *“Even when you’re the top performer, there’s always some reason why you’re ‘not quite ready yet.’ It’s like moving the goalpost again and again.”*
>
> — RESEARCH PARTICIPANT, DISMANTLING THE PERFORMANCE TAX

Dimension 1: The Burden of Proof

The expectation that BIPOC women must continuously demonstrate competence their peers are assumed to possess from the outset.

BARRIERS MORE PRONOUNCED AS SENIORITY INCREASES



READ THE FULL REPORT

Dismantling the Performance Tax: Strategies to Advance BIPOC Women in Canadian Finance

VersaFi
FORMERLY WCM