



Be Yourself, but Carefully: Does Codeswitching Put Authenticity at Risk?

Description:

We all want to be seen in an unbiased way. We do not want stereotypes, prejudices, or preconceptions to distort other people's perceptions of our capacities, capabilities, and potentials. We may want to be seen in different ways in different contexts: sometimes as leaders; other times as dynamic go-getters, team players, peacemakers, or something else entirely. But regardless of the context, we always want our qualities, capacities, and characteristics to be appraised accurately. Yet women and people of color often find it difficult to be judged without the distorting lens of stereotypes.

This panel will share their personal experiences as diverse attorneys in corporate America and navigating evolving identities. Additionally, how do leaders create a culture of inclusion and belonging that allows employees to bring their authentic selves to the workplace.

Reference Materials:

- [Be Yourself, but Carefully](#)
- [How Much of Your "Authentic Self" Should You Really Bring to Work?](#)
- [Does Code Switching Put Authenticity at Risk?](#)
- [The Costs of Code-Switching](#)
- [Code-Switching and the Tyranny of Culture Fit](#)
- [Code-Switching Is Not Trying to Fit in to White Culture, It's Surviving It](#)
- [Why it's hard for people of colour to be themselves at work](#)
- [The myth of bringing your full, authentic self to work](#)