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Abstract

Within Europe, France officially promotes the coexistence of workers from different cultures in the workplace. Companies are encouraged to acquire the «Diversity Label» and promote equality between men and women. But Black women remain concentrated and assigned in feminized occupations with little or no qualifications, particularly in the health and domestic labor. Allied to race, sex is a double "otherness" that has specific implications for their careers. Despite the regulations, their access to the labor market is often performed under the sign of difference in treatment and sometimes of exclusion based on the colonial legacy cultural practices and representations.

How do workers from dominant group integrate workers who have socially situated characteristics, like graduates Black women? Despite the assertion of republican equality, they experience exclusion, marginalization and racism through discrimination in their access to employment, their occupational status, contracts, salaries and social life at the workplace. They are particularly vulnerable to the effect of gender, origin, age and disability. Based on a current survey with women of Caribbean and/or African descent, often French, sometimes foreigners, this case study shows that, due to their ethnicization, graduates Black women face specific challenges in their careers and have to develop individual strategies in order to adapt to seemingly neutral and colorblind color management practices and forms of leadership, which are influenced both by racism and sexism. How do these women perceive themselves and live subjectively the intersection of racism, sexism and classism in the French public and private sector? What are the requirements that affect them as they enter in companies with diplomas and to what extent are their degrees recognized? This article aims to contribute to knowledge on ethno-cultural and gender diversity and inequality in the workplace. It also draws on the feminist standpoint epistemology which claims that strategies of resistance meet the constraints that deny the identity and needs of minority individuals. The symbolic violence of stigmatizing social representations in the workplace is examined at three key moments of a career: access to employment, social relationships at work and exercise function manager.