

THE INTERSECTION

AN EYEZWE CONSULTING NEWSLETTER & PODCAST

“Rarely, if ever, are any of us healed in isolation. Healing is an act of communion.”

- bell hooks

Series: Why Black Women in Corporate South Africa Fear Visibility – And How We Change It

Post 6: How Leaders Can Foster Fearless Visibility

“It’s not enough to invite Black women to the table. We must redesign the table.”

Over the last five posts in this series, we’ve explored why so many Black women in corporate South Africa fear visibility—and what that costs our workplaces.

Now, it’s time to move from awareness to action. Visibility should be safe, celebrated, and supported. Here’s how leaders, allies, and organisations can make that real:

1. Organisations: Embed Inclusive Structures

Inviting someone to the table doesn’t shift the power of the table itself. True inclusion requires structural redesign.

Bias training that drives behaviour change – accountability and measurable impact, not just awareness.

Sponsorship over mentorship – Black women need advocates with influence, not just advisors.

Inclusive policies that remove barriers – hair discrimination bans, equitable promotion criteria, and flexible work arrangements.

When inclusion is built into systems, it stops being optional—and starts being cultural. Culture and culture change is not the responsibility of one person, it is in what we do and how we do it, daily, all of us.

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2. Allies & Leaders: Use Your Voice

Leadership visibility sets the tone. Silence sustains bias; speaking up dismantles it.

Amplify: Acknowledge and credit Black women's ideas publicly.

Interrupt: Address microaggressions in the moment.

Model: Show what inclusive leadership looks like—curious, self-aware, accountable.

Culture shifts when leaders model allyship as a daily practice, not a campaign.

3. Black Women: Build Power in Community

Visibility feels safer when it's shared.

Build networks of mutual support—recommend, refer, and uplift each other.

Seek sponsors and allies who advocate in rooms you're not in.

Redefine visibility as power, not exposure.

Community transforms “being seen” into “being supported.”

Why This Matters

Fearless visibility isn't only good for Black women—it's a strategic advantage. Workplaces that champion equity and belonging outperform those that don't. Inclusion drives innovation, engagement, and growth.

Let's talk,

Which solution will you champion? Share this post. Tag decision-makers. Start the conversation in your team.

And if your organisation is ready to redesign the table—so everyone can show up and lead boldly - let's connect. At Eyezwe Consulting, we help organisations turn inclusion into culture - with measurable impact and sustainable change.

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