# Leadership Excellence and Gender in Organizations

# Generating power currency: Afro-diasporic women navigating the black ceiling

Samantha E. Erskine
see26@case.edu

Estelle Archibold
exa177@case.edu

Diana Bilimoria

Follow this and additional works at: https://docs.lib.purdue.edu/cgg

🌀 Part of the Communication Commons, Human Resources Management Commons, Organizational Behavior and Theory Commons, Political Science Commons, Psychology Commons, and the Sociology Commons

**Abstract**

In this paper, we examine the reasons why Afro-Diasporic women are not represented as CEOs of Fortune 500 companies, and advance a strategic and ameliorative approach for how Afro-Diasporic women can navigate the "Black Ceiling" while thriving (not merely surviving). Synthesizing scholarship on critical race theory, critical race feminism, intersectionality, power, status, and institutional logics, we unpack the intersectional nature of Afro-Diasporic women's leadership journeys and advance "power currency" attainment as an ameliorative strategy that engages a broader discussion of the Black Ceiling. From this perspective, we highlight the need for researchers, scholars, and practitioners to develop a deeper awareness of the contextual factors that serve as barriers to Afro-Diasporic women obtaining positions in C-Suites and on corporate boards, as well as the need to understand how mentoring and coaching can help Afro-Diasporic women not only navigate dynamics of power in organizations but also utilize power currencies to attain the tools they need to break through the Black Ceiling.