

PEER RESEARCH SPOTLIGHT



PROJECT SUMMARY

EXIT WOUNDS: Black Women, Organisational Harm, and the Health Impact of Leading in Inequitable Systems

Exit Wounds exposes the often-invisible cost of leadership for Black women. Through peer-led inquiry, reflective dialogues and lived testimonies, this research reveals how systemic racism, misogyny and organisational neglect are damaging the physical, mental and emotional health of Black women in leadership across every sector.

It challenges the myth of resilience as survival, showing that many Black women are not thriving in leadership, they are enduring it.

Core Aims

- To document the health and wellbeing impact of organisational harm on Black women leaders.
- To name and confront the organisational cultures that normalise harm under the banner of "diversity."
- To reframe resignation and withdrawal as acts of self-preservation and resistance.
- To propose new frameworks for care-centred leadership and accountability.

Why it Matters

Health inequality is not only medical, it's organisational. ***This research proves that workplace harm contributes directly to the widening health gap affecting Black women in the UK.*** Until institutions prioritise care, equity and wellness in leadership, the harm will continue.

Outcomes & Next Steps

- Publication of the Exit Wounds Report (2025)
- Development of a Wellness-Driven Leadership Framework
- Launch of peer-led workshops and training for organisations
- Continued storytelling and policy advocacy to centre Black women's health in leadership reform

PROJECT LEARNINGS

Black women's leadership is vital but currently unsustainable in many systems.

- 1 Leadership without Power** - Being visible but voiceless.
- 2 Toxic Masculinity & Poor Governance** - Undermining, coercion and competition over collaboration.
- 3 Organisational Misogynoir** - Racialised and gendered stereotyping that diminishes credibility.
- 4 Health as the Final Cost** - Burnout, anxiety, chronic illness and forced withdrawal from unsafe spaces.
- 5 Strategic Exit** - Leaving as an act of survival, not surrender.

INSIGHTS

“ **Organisations: Rethink your governance, leadership culture, and duty of care** ”

“ **Policy Makers: Embed health equity into workplace equality frameworks** ”

“ **Communities: Recognise that healing is collective and justice begins with truth** ”

Let's honour our experience. Let's disrupt the silence. Let's heal together. Contact: info@amwassociates.co.uk