

UNIVERSITY OF HARTFORD

**COLLEGE OF EDUCATION,
NURSING AND HEALTH PROFESSIONS**

Examining the Experiences of Racial Injustice for Black West Indian Chief Diversity Officers through West Indian Critical Theory

Thursday, April 2, 2024

2:00 p.m. - 3:30 p.m.

Teams Link: [Join the meeting now](#)

Meeting ID: 236 027 418 643

Passcode: zbz2gA

Dissertation Defense by Monique Daley

My research utilizes hermeneutic phenomenology to examine the experiences of racial injustice faced by three Black West Indian women who work as Chief Diversity Officers (CDOs). The overarching aim was to amplify the voices of Black West Indians in research, provide a much-needed counter-narrative, and challenge the monolithic approach to understanding Black lived experiences and identities. To achieve this, I developed West Indian Critical Theory (WestIndianCrit) as a lens to understand the unique lived experiences of West Indians in the context of hegemonic socio-political ideals. Additionally, Black Feminist Thought (BFT) amplified the visibility of Black West Indian women. Interpretative Phenomenology Analysis (IPA) enabled me to center participants' experiences and provide an immersive data analysis experience that brings depth and quality to the research.

The research clearly showed how important it is to involve your community or network when conducting studies on identities and experiences that are often overlooked or not prioritized in research. This is especially true when dealing with a topic like racial injustice and the role of the CDO. It is essential for individuals with historically marginalized identities who often lack representation in research and have become accustomed to their overall identity and experience not being adequately represented in the larger context of being Black in America. The counter-narrative provided by WestIndianCrit is a significant contribution needed to center Black voices and reject hegemonic beliefs regarding Black existence.

Monique S. Daley is a Diversity Officer at Wheeler Clinic, I am passionate about fostering a culture of inclusion, equity, and respect for all staff and clients. I have over 10 years of experience in developing and delivering training programs, conducting diversity audits, and implementing strategies to enhance diversity and inclusion across the organization. I hold a Master of Science degree in Communication, with a focus on organizational communication, social marketing, and intercultural communication. My core competencies include training and development, diversity and inclusion, communication, leadership, and collaboration. I am committed to advancing the mission, vision, and values of an organization, and to supporting its diverse and talented workforce and client base.