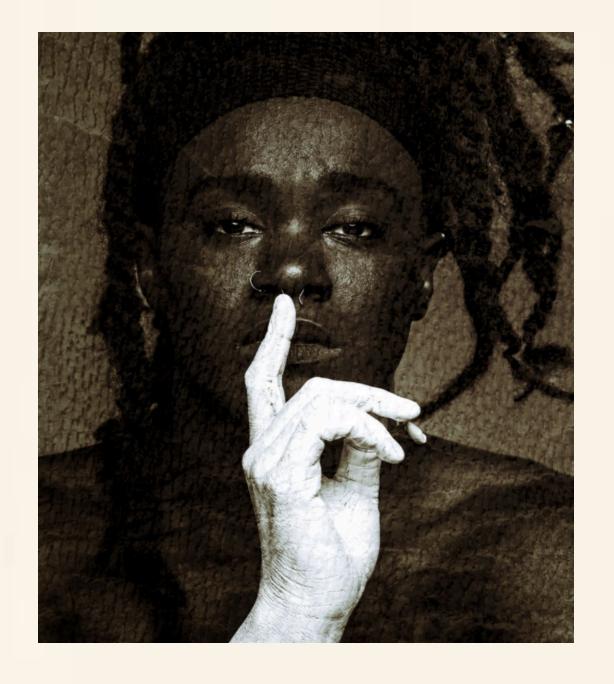


**Oliversity** Claremont Graduate University

Development or Discrimination?: An Intersectional Lens on Multi-Source Feedback

**Amber Kea-Edwards**PhD Candidate, Organizational Behavior



"too aggressive"

"not caring enough"

"intimidating"