The “glass cliff” (Ryan & Haslam, 2008) refers to situations where women are differentially promoted over men to leadership positions when companies are performing poorly, with subsequent negative consequences if the company ultimately fails. The present research explores whether a racial glass cliff also occurs, and specifically whether race and skin tone are also factors that affect who is hired into leadership positions in poorly performing companies. 143 students enrolled in an Introduction to Psychology course read descriptions of an organization with either improving or declining performance. They were then asked to evaluate and rank candidates for a leadership position from a selection that varied in race, skin tone, and/or qualification-level. Results show that the Black candidates, when compared with qualified-White candidates, were significantly lower on multiple evaluation measures. Light-skinned Black candidates, as opposed to dark-skinned Blacks, were evaluated more negatively when compared to qualified-White candidates.