



ANTIRACISM 101 – DEMYSTIFYING TERMS AND CONCEPTS FOR IMPROVED COLLECTIVE UNDERSTANDING

One of the biggest challenges with addressing race is the misconceptions about terms and key concepts. What is racism really – is it individual or systemic? Can Black people be racist? Are bias and racism the same thing? What’s the difference between being “nonracist” and “antiracist”? If you disagree with racism, are you automatically “antiracist”? Clarifying these terms and issues is a critical first step for anyone seeking to learn more about what it means to be “antiracist”. In this session we’ll define key terms, distinguish confusing concepts and answer common questions.

5 UNCOMFORTABLE TRUTHS COLLEAGUES OF COLOR NEED YOU TO KNOW

The truth is that many organizations are socially siloed by race – we too often congregate and whisper without giving voice to our deepest frustrations. In this session we’ll explore five uncomfortable truths that black and brown colleagues may want to share but hesitate to do so. Arguably, discussing the undiscussables is the first step towards real understanding - real bonding – real progress.

10 WAYS TO PROMOTE RACIAL JUSTICE IN THE WORKPLACE

Many employees throughout the organizational hierarchy want to move beyond book clubs to start taking real action to combat racism in the workplace, and this presentation provides ten ways they can do just that! We’ll explore difficult questions that organizations and individuals should confront to determine how they can do more to advance anti-racism and close with a personal challenge to all attendees to define three specific next steps in their personal anti-racism plan.

5 DISTURBING SIGNS THAT YOU MIGHT NOT BE AN ANTIRACIST AFTER ALL

While many are quickly adopting the recently popularized label “antiracist,” their actions may not always live up to its meaning. In this session we will explore five questions one can ask themselves to assess whether they’re merely disavowing racism (as virtually everyone does) or instead being antiracist. One key indicator of continuous progress is the willingness to reflect and self-assess. This session offers the student of antiracism the opportunity to do just that.

8 TACTICS FOR COURAGEOUS WORKPLACE CONVERSATIONS ABOUT RACE

While courageous conversations about race may be necessary for organizational progress, they’re not always easy. There may be times when we feel the need to address offensive comments, unjust policies or questionable practices, but we just don’t know how to do it. In this session, we’ll explore eight helpful tips for addressing these uncomfortable situations with clarity and focus.

