



ANTI-RACISM SESSION DESCRIPTIONS

Anti-Racism 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 “anti-racist”? If you disagree with racism, are you automatically “anti-racist”? Clarifying these terms and issues is a critical first step for anyone seeking to learn more about what it means to be “anti-racist”. In this session we’ll define key terms, distinguish confusing concepts and answer common questions.

For more on this topic, watch [this video](#).

Increasing Racial Literacy by Relearning History

One of the biggest barriers to anti-racism progress is an embarrassingly insufficient knowledge of our own collective history. This session provides a high-level overview of African American history from 1619 to the Civil Rights Movement—dispelling common, misleading myths along the way. Did you know that as many 800,000 Black people were “re-enslaved” (sometimes in harsher conditions) *after* the Emancipation Proclamation? Did you realize that the government intentionally created segregated neighborhoods through legal housing discrimination until the Fair Housing Act of 1968? Did you know that prohibitions against racial discrimination in places of public accommodation were originally passed by the Civil Rights Act of 1875, not the Civil Rights Act of 1964? We’ll review these lesser-known facts and more importantly explain why it’s critically important that we have a common basic understanding of historical facts in order to engage in healthy, productive discussions about race.

For more on this topic, read this [Forbes article](#).

Let’s Talk About Systemic Racism, Unconscious Bias and Privilege

2020 was a year of racial reckoning for many workplaces, and that ushered in an era of new, uncomfortable conversations about race. While virtually all of us have the same goal – racial equity - we often have different perspectives based largely on our unique life experiences. In this session, we’ll tackle three key anti-racism concepts that are not just important to understand for anti-racism progress, but they’re also sensitive topics that are easily misconstrued. We’ll explore systemic racism and why it’s the bedrock of race-based discrimination today, and we’ll also demystify concepts like unconscious bias and privilege. If you’re thinking you can’t be biased because you have people of color in your family or you can’t have privilege because you worked your way through college, this session is for you!

For more on this topic, watch [this video](#).

10 Recommended Actions 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! Practical and actionable in nature, the presentation explores common pitfalls and best practices to enhance race relations in the workplace. 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.

This session is inspired by the Forbes article found [here](#).

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. We'll explain why equity doesn't necessarily mean treating everyone the same, why "not seeing color" takes us backward, not forward, and dispel other dangerous race related myths. Arguably, discussing the undiscussables is the first step towards real understanding - real bonding – real progress.

This session is inspired by the Forbes article found [here](#).

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 want to speak up against offensive comments, unjust policies or questionable practices, but we just don't know how to do it. In this session, we'll explore a relatable case study and share eight specific techniques that anyone can use to address these uncomfortable situations with clarity and focus. If you want specific tips to help you better navigate those tricky situations, these strategies will help you move beyond fear and step into action. Addressing issues of race and equity can be sensitive, but they're quite often the very conversations that we need to have.

This session is inspired by the Forbes article found [here](#).

If you're seeking a DEI academician, Dana Brownlee may not be for you. Dana's focus isn't DEI theory. Instead she blends nearly two decades of experience as a sought after leadership expert and team building facilitator with three decades of personal experience as a Black woman working in and around corporate America to provide an engaging experience that's down to earth and relatable while insightful and profound. Author of *The Unwritten Rules of Managing Up* (Berrett-Koehler, 2019), Ms. Brownlee is an acclaimed thought leader around managing difficult personalities, navigating challenging situations and speaking truth to power. Author of several LinkedIn Learning courses including [How to Speak Up Against Racism at Work](#) and [Supporting Allyship and Anti-Racism at Work](#), her talks represent the nexus of her business insight and inherent passion around anti-racism progress. A Senior Contributor for [Forbes Careers](#), her business expertise has also been featured by CNN, The Wall Street Journal, The Economist, Working Mother, Entrepreneur and other notable publications. If you're ready to take small steps towards big progress, Dana can help.

