



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](#).

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](#).

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. Her business expertise has been featured by CNN, Forbes, The Wall Street Journal, The Economist, Working Mother, Entrepreneur and other notable publications.

