

COMBATING RACISM – TAKING ACTION

Comprehensive Personal and
Professional Anti-Racist Strategies

PERSONAL TAKEAWAYS

- ◆ **Take a moment to reflect on your thoughts and experiences with race.**
 - ◆ **Write down your responses.**
 - ◆ **Call to Action: Make a personal commitment to engaging in anti-racism actions.**
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- Recall your earliest learning of race, when did you first notice that people were different from you? What do you remember from that time?
- What did adults do or say that helped you to understand and appreciate racial and cultural differences?
- What role, if any, did the media play in your understanding of race and racism as a youth? Has it changed in adulthood?
- How did your experiences as a youth shape your understanding of race and racism?
- Think of (or write down) at least three of the most critical memories you have about race, racism and anti-racism.
- Is there a time when you did not speak up or intervene in a situation? What prevented you from speaking up or intervening? How did that make you feel?
- Is there a time when you did intervene or speak up? What were the challenges and outcomes of that conversation/act? How did that make you feel?
- Was there a time when your actions, thoughts or words were received as being racist or discriminatory against people of a different race (or ethnic background)? How was the feedback provided? How did it make you feel? Have you, if at all, changed your thinking or behavior as a result of that feedback?

PROFESSIONAL TAKEAWAYS

- ♦ **Reflect on what you just learned about combating racism through impactful conversation.**
- ♦ **Write down your feelings and responses to the questions.**
- ♦ **Call to action: Find someone who is also participating in anti-racism planning and have a conversation centered around these questions.**

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- What does it mean to be “authentic” in discussions?
 - How will the success of anti-racist initiatives be measured in the workplace? How will active leadership be measured/monitored?
 - How can you advocate for anti-racism if not in a position of leadership?
 - What have you learned about unconscious bias? How is it reinforced?
 - Have you taken an implicit bias test? If so, what did you learn?
 - If not, what are the benefits of taking an implicit bias assessment?
 - What are the effects of implicit bias, stereotypes and prejudice in the workplace?
 - How do you currently engage with BIPOC colleagues? Can you improve your communications?
 - Have you had a conversation with a BIPOC employee about their lived experience? Do you feel comfortable having that conversation?
 - What is your understanding of whiteness, white fragility, and racism? How does it manifest in your workplace?

CALL TO ACTION: ANTI-RACIST ACTION PLAN

Goal

What are you trying to accomplish, specifically?

Type

Is the issue an example of institutional racism or structural racism?

Action Plan

What are you willing to do in order to address the issue and make structural change?

Perceived Obstacles/Areas of Concern

Do you anticipate any obstacles? Policies? People? How will you navigate those challenges?

Resources Needed

What do you need in order to address the issue? Key stakeholders? Financial support? Are there community organizations that can help? Advocacy groups?

Timeline

Considering all the steps, what is a realistic deadline to achieving your goal?

Accountability

What strategies can you use to ensure you meet your goals? What internal or external accountability measures will be helpful? Who is the “point person” for each goal?

Resources and Examples

- ◆ [Creating an Anti-Racism Plan](#)
- ◆ [Columbia GSAPP](#)
- ◆ [The Park School of Baltimore](#)
- ◆ [Georgetown Day School](#)
- ◆ [Racial Equity Action Plans: A How-to Manual](#)
- ◆ [Chairman’s Task Force on Equity & Opportunity](#)

STAY INTERVIEW QUESTIONS

- What are you passionate about?
- What's your favorite part about your racial or ethnic identity?
- How has your racial or ethnic identity affected your personal life? What about your professional life?
- Have you ever felt you were treated unfairly because of your racial or ethnic identity in the workplace? How so?
- Have you ever felt left out of groups with people of different racial or ethnic identities than your own? How did this affect you? What could someone have done to make you feel included?
- What are some ways I can better support you?
- Please share what diversity, equity and inclusion means to you and why they're important?
- In your opinion, what is the most challenging aspect of working in a white-dominant environment?
- What is your approach to understanding the perspectives of colleagues from different backgrounds?
- How would you handle a situation where a colleague was being culturally and/or racially insensitive?
- How would you advocate for diversity, equity and inclusion with colleagues who don't understand its importance?

Leadership Level

- Can you give an example of how you make your employees feel a sense of belonging on a daily basis?
- What steps have you taken to eliminate bias from your hiring process?

Suggested Readings

- ♦ [The Miner's Canary by Lani Guinier and Gerald Torres](#)
- ♦ [Anti-Racist Reading List by Ibram X. Kendi](#)
- ♦ [Notes of a Native Son by James Baldwin](#)
- ♦ [How We Fight for Our Lives: A Memoir by Saeed Jones](#)
- ♦ [I Know Why the Caged Bird Sings by Maya Angelou](#)
- ♦ [Healing: The Act of Radical Self-Care by Dr. Joi Lewis](#)

OTHER WAYS TO TAKE ACTION

Educate yourself

Look into ways you can support BIPOC communities locally (workplace, neighborhood) and nationally (social media, funding)

Be empathetic

Incidents of police brutality can be incredibly traumatizing for Black and Brown communities. It's critical that HR and DEI leaders step up to address the mental health impact on Black Americans in their workforce.

- ◆ [How Organizations Can Support the Mental Health of Black Employees](#)
- ◆ [The Nap Ministry](#)
- ◆ [Bereavement Leave](#)
- ◆ [Employee Resource Groups](#)

Resources

- ◆ [11 Anti-Racist Action Steps](#)
- ◆ [Anti-Racist Toolkit](#)
- ◆ [Equity in the Center](#)
- ◆ [Blog: Fakequity](#)
- ◆ [Long-term Allyship](#)
- ◆ [Starting the Conversation](#)
- ◆ [CliftonStrengths to Develop Diversity and Inclusion](#)
- ◆ [Framework for Talking About Race at Work](#)
- ◆ [Implicit Bias Review](#)
- ◆ [Implicit Bias Test](#)
- ◆ [Intercultural Development Inventory® \(IDI®\)](#)
- ◆ [Conscious Style Guide](#)
- ◆ [Racial Equity Glossary](#)
- ◆ [Convention Style Sheet for Native Subject-Matters](#)
- ◆ [Race Reporting Guide](#)
- ◆ [National Association of Black Journalists Style Guide](#)