

Resources

America has finally erupted from the inhumanity of racism. All across America cities are burning, people are hurting, angry, confused, sad and quite frankly, just exhausted at being treated less than who they are. You can count on the fact that these same feelings will show up in the workplace; they won't stay at home and politely wait until we get back in the evening. At work, we still have to show up, meet goals and work together. We can't navigate these feelings by ignoring them. As you know, that is why we are here today.

Historically, organizations have led D&I by focusing on the business case or economic impacts, but it's time to focus on the moral case. Racism is not an issue for black people to solve, it is a human issue and one that some of your members encounter as a way of life. Take this time to unpack the BS in your organization, so that you can begin to listen, connect, and build authentic relationships.

For a more defined definition of racism: <https://lnkd.in/gvrxbJK>

Watch:

13th (Netflix)
American Son (Netflix)
Dear White People (Netflix)
Watchmen (HBO)
If Beale Street Could Talk (Hulu)



The Hate You Give (Cinemax)
When They See Us (Netflix)
FruitVale Station
The Greenbook
Hidden Figures
The Immortal Life of Henrietta Lacks

Read:

That's BS by Risha D. Grant
White Fragility by Robin DiAngelo
How to be an Anti-Racist by Ibram X. Kendi
The New Jim Crow by Michelle Alexander
They Can't Kill Us All by Wesley Lowery
What If I Say the Wrong Thing by Verna Myers
Fatal Invention by Dorothy Roberts
Witnessing Whiteness – Shelly Tochluk
Why Do All the Black Kids Sit Together in the Cafeteria by Beverly Daniel Tatum
How To Be Less Stupid About Race by Crystal M. Fleming
The Mis-Education of the Negro by Carter G. Woodson
We Were Eight Years in Power by Ta-Nehisi Coates

Think:

1. How do you show up at work to be accepted by others?
2. Have you ever changed your voice at work to sound more professional when talking to co-workers? How does that make you feel?
3. Do you ever worry about putting your hands in your pockets or opening your purse in the store?
4. What about D&I do you find personally or professionally challenging?
5. Have you ever been stopped and harassed by the police?
6. Is there a specific process that you follow when stopped by the police?
7. What would help you better understand and support D&I?
8. What is the most pressing hurdle you still need to overcome regarding your own biases?
9. What's one burning question you have about D&I that you've been eager to ask?
10. Finish this sentence, "I feel like I belong when...."



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Do:

1. What is one thing you will start doing to champion diversity and inclusion at work?
2. In order to feel I can bring my authentic self to work, I would need _____.



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