There are a lot of ways to make a difference and fight for social and racial justice. And, as parents, one of the biggest things you can do is to do the work yourself — and then make sure you’re talking to your kids about it, too. To help with that — and to specifically address the unconscious bias that we all have — we have an exclusive Q&A with the international, award-winning diversity and inclusion speaker and expert Risha Grant. As Risha says: We don’t have diversity problems; we have people problems. “And we have to dismantle the system and address these issues on a micro level,” Risha says. “Everybody is a center of influence to someone and each one should reach one.” Especially parents! Being Black, female and queer while growing her small business Risha Grant LLC and tackling economic issues at major talks and conferences, every area of her life intersects diversity — while based in Tulsa, Okla., one of the “reddest” states in the nation. In addition to being an edgy educational and motivational speaker, and consultant to major companies, she’s also the author of That’s BS! How Bias Synapse Disrupts Inclusive Cultures. Learn more about her work and her services here. Then, read on for how you can become aware of your own unconscious biases and help your children do the same — along with more on BS, AKA Bias Synapse. Such important info! Risha Grant: You become aware of unconscious bias through introspection; self-awareness. It takes work. Do you get uncomfortable around black folks or people of color, LGBT+ people, men, people with tattoos, dyed hair or piercings, people who wear turbans or hijabs? Begin by thinking about who makes you uncomfortable and why. Once you understand that, do a deep dive by asking yourself questions about why you are uncomfortable and where the behavior originated. Your children are watching you. They learn from your behavior and they are listening even when you think they are doing something else. Watch your language and actions when you are upset, especially about an issue related to race or some other diverse characteristic of a person. When something does happen to you that is offensive, make sure you discuss it in terms of that person and not the entire group they belong to. Also, be sure not to make comments specific to their race, sexual orientation, gender, etc. while you are upset. You have to confront bias and break down the barriers that have been created. You do that by building authentic relationship with those you are biased against. Invite someone for a cup of coffee to get to know them but don’t expect them to educate you about their diversity. In those conversations, you begin to see people for who they are not the preconceived notions in your head.