lot ways make difference fight social racial justice parents one biggest things work — make sure ’ talking kids help — specifically address unconscious bias — exclusive Q international award-winning diversity inclusion speaker expert Risha Grant Risha says ’ diversity problems people problems “ dismantle system address issues micro level ” Risha says “ Everybody center influence someone one reach one. ” Especially parents Black female queer growing small business Risha Grant LLC tackling economic issues major talks conferences every area life intersects diversity — based Tulsa Okla. one “ reddest ” states nation addition edgy educational motivational speaker consultant major companies ’ also author ’ BS Bias Synapse Disrupts Inclusive Cultures Learn work services read become aware unconscious biases help children — along BS AKA Bias Synapse important info Risha Grant become aware unconscious bias introspection self-awareness takes work get uncomfortable around black folks people color LGBT+ people men people tattoos dyed hair piercings people wear turbans hijabs Begin thinking makes uncomfortable understand deep dive asking questions uncomfortable behavior originated children watching learn behavior listening even think something else Watch language actions upset especially issue related race diverse characteristic person something happen offensive make sure discuss terms person entire group belong Also sure make comments specific race sexual orientation gender etc upset confront bias break barriers created building authentic relationship biased Invite someone cup coffee get know ’ expect educate diversity conversations begin see people preconceived notions head