lot way make differ fight social racial justic parent one biggest thing work — make sure ’ talk kid help — specif address unconsci bia — exclus q intern award-win divers inclus speaker expert risha grant risha say ’ divers problem peopl problem “ dismantl system address issu micro level ” risha say “ everybodi center influenc someon one reach one ” especi parent black femal queer grow small busi risha grant llc tackl econom issu major talk confer everi area life intersect divers — base tulsa okla. one “ reddest ” state nation addit edgi educ motiv speaker consult major compani ’ also author ’ bs bia synaps disrupt inclus cultur learn work servic read becom awar unconsci bias help children — along bs aka bia synaps import info risha grant becom awar unconsci bia introspect self-awar take work get uncomfort around black folk peopl color lgbt+ peopl men peopl tattoo dy hair pierc peopl wear turban hijab begin think make uncomfort understand deep dive ask question uncomfort behavior origin children watch learn behavior listen even think someth els watch languag action upset especi issu relat race divers characterist person someth happen offens make sure discuss term person entir group belong also sure make comment specif race sexual orient gender etc upset confront bia break barrier creat build authent relationship bias invit someon cup coffe get know ’ expect educ divers convers begin see peopl preconceiv notion head