

**Can we talk
about
sensitive topics
professionally?**



HOW TO TALK ABOUT SENSITIVE TOPICS PROFESSIONALLY

Be mindful to other people's feelings, thoughts, and opinions.

- ✓ Do not tell people how they should feel, or dismiss fears and concerns.

Support and listen.

- ✓ Listen to understand, not to respond.
- ✓ Participate with an open mind—learn different perspectives + accept differences.
- ✓ Remember proper communication etiquette (don't talk over / cut someone off).

Avoid stereotypes, political references, insensitive jokes & epitaphs, and derogatory connotations.

**It will be awkward.
Embrace the uncomfortable.
That's how we grow!**

Resources:

[How to Talk About Race With Your Employees](#)

[How to Have Conversations About Race at Work](#)

WHAT'S GOING ON?

The death of George Floyd (and many others) was not the result of one bad apple. It was the predictable consequence of institutionalized racism and a culture founded on bigotry that has resulted in a disproportionate amount of Black people being harassed, abused, arrested, and killed by police.

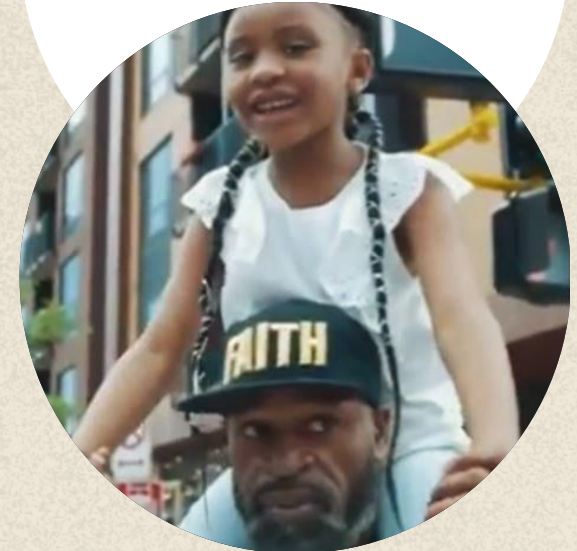
Are there good cops? **Of course!**

Can you both support good cops and be outraged by the this disproportionality?

YES!

They are not mutually exclusive. Supporting Policing Reform agendas does not make you anti-cop. It makes you pro-equality and anti-police brutality.

Policing Reform campaigns are calling for the dismantling of these foundations, that have been in place for **over 400 years**, that allow this institutionalized racism to continue. The systems must change from within.



WHAT IS INSTITUTIONALIZED RACISM?

*“The systematic distribution of **resources, power and opportunity** in our society to the benefit of people who are white and the **exclusion of people of color.**”*

The assumption of superiority can be intentional or unintentional, and *“comes with a broad range of policies and institutions that keep it in place.”*

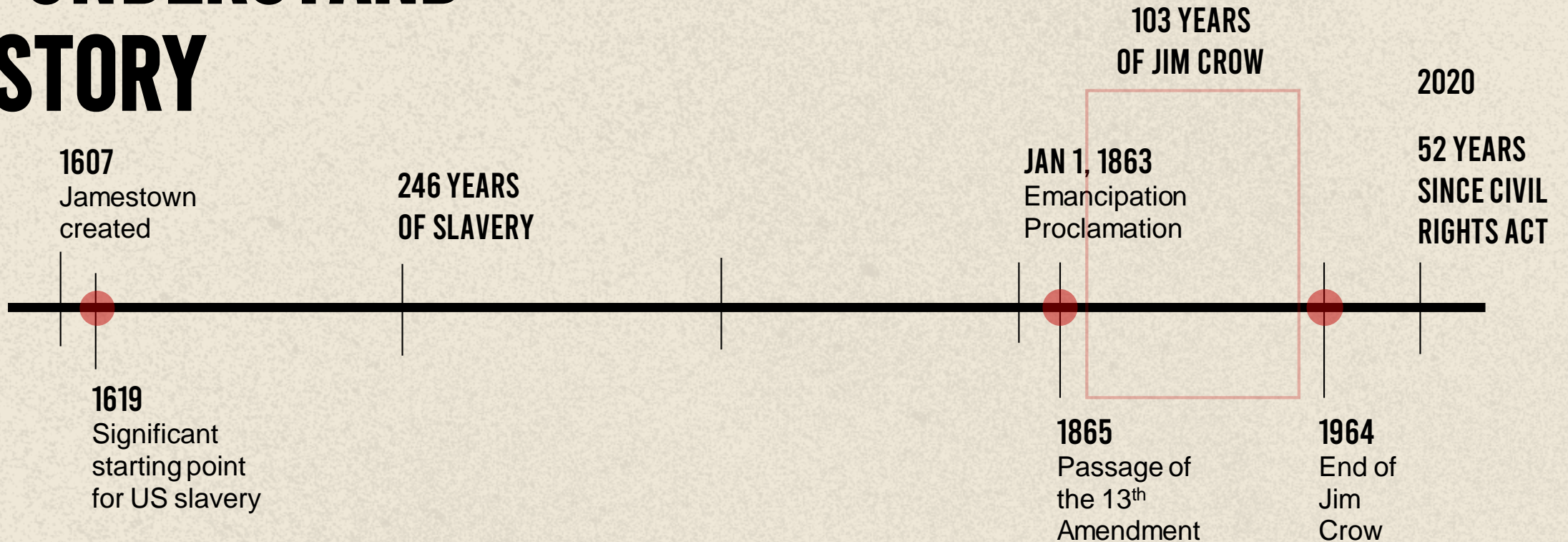
Resources:

[Explainer: What is Systemic Racism and Institutional Racism?](#)

[Definition & Analysis of Institutional Racism](#)

[Systematic Racism Explained](#)

WHY IT'S IMPORTANT TO UNDERSTAND HISTORY



Of the 413 yrs. this country has existed, Black folks have only had 52 yrs. of which they could say they were “free”.

*“Those who cannot remember the past are **condemned to repeat it**. Studying **history** is necessary to avoid **repeating** past mistakes.” - George Santayana*

DID YOU KNOW...

- A survivor of the last slave ship lived until 1940? Matilda McCrear arrived in Alabama, at age 2, in 1860.
- Schools were segregated until the Brown vs. The Board of Education ruling in 1954?
- The Civil Rights Act was ratified in 1964
- Black folks were not able to vote without discrimination until 1965 (Voting Rights act)
- Interracial marriages were not legal in the US until 1967 (Loving vs Virginia)
- Mississippi did not submitted the required documentation to ratify the 13th amendment, that abolished slavery, until February 7, 2013.



Resources:

- [America's History of Slavery Began Long Before Jamestown](#)
- [Slavery in America](#)
- [400 Years Since Slavery: a timeline of American history](#)

Common terms when talking about race

MICROAGGRESSIONS

WHITE PRIVILEGE

RACISM V. PREJUDICE

UNCONSCIOUS BIAS

COGNITIVE DISSONANCE

ANTI-RACIST ALLY

Micro-aggressions:

Brief and commonplace daily verbal, behavioral, or environmental indignities, whether intentional or unintentional, that communicate hostile, derogatory, or negative prejudicial slights and insults toward any group, particularly culturally marginalized groups.



Examples of Microaggressions:

- "Where are you from?" or "No, where are you actually from?"
- "You speak English very well." or "You don't have an accent." or "You sound white."
- "When I look at you, I don't see color."
- "There is only one race, the human race." or "I don't believe in race".
- "America is a melting pot."

Resource:
[Recognizing Microaggressions and the messages they send](#)

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White privilege:

White privilege is not the suggestion that white people have never struggled. Many white people do not enjoy the privileges that come with relative affluence, such as food security. Many do not experience the privileges that come with access, such as nearby hospitals.

*And white privilege is not the assumption that everything a white person has accomplished is unearned; most white people who have reached a high level of success worked extremely hard to get there. Instead, **white privilege should be viewed as a built-in advantage, separate from one's level of income or effort.***

[Race & Privilege: A Social Experiment - Video](#)

Resources:

[What is White Privilege. Really?](#)

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Racism v. Prejudice

Prejudice refers to a preconceived idea about a particular group, while **racism** involves an unequal distribution of power on the basis of race.

RACISM IS A...

- Belief that race is equated with particular traits
- Belief that some races are superior than others and results in unequal distribution of power

PREJUDICE IS...

- A preconceived opinion of another person based on reason or experience
- Can be positive or negative Some (but not all) are racial in nature
- and have racist outcomes
- Unlikely to impact people as negatively as racism

Resources:

[What's the Difference Between Prejudice and Racism?](#)

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Unconscious Bias:



Unconscious biases are social stereotypes about certain groups of people that individuals form outside their own conscious awareness.

Examples of unconscious biases in the workplace:

- **Affinity Bias** – When companies hire for [‘culture fit’](#). Be conscious of attributes that can cloud your judgement. Focus on skills, experiences, and unique qualities that would contribute to your team as a ‘culture add’ rather than ‘culture fit.’
- **Confirmation Bias** – Initial opinion of a candidate based on inconsequential attributes like their name, where they’re from, where they went to school, etc..
- **Name Bias**– [One study found](#) that white names receive 50% more call backs for interviews than African American names. Asian last names are 28% less likely to receive a callback for an interview compared to Anglo last names.

Set diversity hiring goals to ensure your company holds itself accountable to equitable hiring practices.

Resources:

[12 unconscious Bias Examples and How To Avoid Them In The Workplace](#)
[Unconscious Bias](#)

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Cognitive dissonance:

Cognitive dissonance theory suggests that when conflicts arise, people will stick with their core beliefs despite evidence to the contrary.

This has been an obstacle in the progress of improving race relations in the US, including policing reform, because many White Americans do not believe:

- Racism exists/is still an issue.
- There is a disproportionate amount of Blacks stopped/beaten/killed by police.
- Racial inequalities in the workplace is a thing.
- That they are afforded white privilege.
- They have prejudices.

Resources:

[We Are Afraid To Talk About Racism and the Cognitive Dissonance is Nationwide](#)

[Local View: Cognitive dissonance makes it hard for whites to see racism.](#)

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How can I be an anti-racist ally?

- **Say something** – When you hear or see something racist, speak up. Hold people accountable.
- **Seek greater knowledge** – People of color should not bear the burden of teaching white people.
- **Don't be afraid to have conversations** – Ask your friends & co-workers how they want to be supported.
- **Shape the future of the company** – *Set diversity hiring goals to ensure we hold ourselves accountable to equitable hiring practices.*
- **Donate** – Time or money to organizations and charities that fight racism goes a long way.
- **Be honest** – Confront your privilege.
- **Listen and support** – Be a safe space for friends & co-workers that have experienced racism.
- **Be mindful** – Before you call the police on a person of color, ask yourself if it is necessary. You could be endangering their life.
- **Inspire** others to do the same!

“If you are neutral in situations of injustice, you have chosen the side of the oppressor” – Desmond Tutu

Resources:

[First, Listen, Then, Learn: Anti-Racism](#)

[Resources for White People How to Support Black Colleagues](#)

[Systemic Racism Explained](#)

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Additional resources

- [Children's books on Race by Black Authors](#)
- [Kids Books That Matter](#)

[First, Listen. Then, Learn: Anti-Racism Resources for White People](#)

- Adult and Kids books
- YouTube Videos
- Articles/ PDFs
- Movies and Documentaries
- Websites and Blogs
- Podcasts
- Organizations
- Social Media Follows
- Petitions, Donations, & Protest Resources

**Discussions,
questions,
open dialogue**

