

Resources for Doing Your Own Work

[everything in bold is a link!]

Playbook: Anti-racism docs for managers (this site contains *so much* linked content and further resources on the topics below)

- Actions you can take individually right now
- Supporting people of color at work
- Talking about racism at work
- Anti-racist business policies
- Hiring a more diverse team
- Creating a more inclusive culture

Start with Self

- Uncover your biases
- Learn about your biases
- Practice self-care through compassion

Get Comfortable with Being Uncomfortable

- Assess your comfort level
- Commit to bringing your vulnerability, as well as your strengths
- Plan to use LARA method (Listen, Affirm, Respond, Ask questions) in 1:1 and team discussions

How to Talk about Racism

- Research and relearn
- Be clear about your intentions for the discussion
- Lead the discussion
- Close with a call to care & action

On Silence

- Don't let the fear of saying something wrong keep you silent
- Know that silence can feel like violence to Black communities
- Be humble about where you're starting from and commit to backing up public statements with action

Racism-Evasive Rhetoric

- "Color blindness"
- Crying to deflect from hard conversations
- Using Black individuals as color capita
- Claiming insights due to world travel

Rooting Out Racism in the Workplace

- Assess demographic makeup of staff
- Establish goals tied to anti-racist work
- Apply intersectional analysis to improve experience of Black staff
- Investigate the effects of your external actions on Black people and people of color, *particularly women*
- Put resources toward efforts that enhance lives of Black staff and communities
- Give voice to Black leadership, colleagues, and employees...but they should not own efforts or be expected to handle the issue

Take Action to Confront and Reject Racism

- Learn to recognize and understand your own privilege
- Examine your own biases and consider where they may have originated
- Challenge the “colorblind” ideology
- Stop saying “I’m not racist”
- Identify racial inequities and disparities
- Champion anti-racist ideas and policies
- Reject visible and invisible signs that others are “not welcome here”
- Ensure “do no harm”
- Refuse to let silence condone racism
- Remember that free speech doesn’t mean “free reign”
- Be prepared to take needed action

Practice Allyship

- Use the LEAP framework to become a better ally
- Practice the Stoplight method
- Remember that allyship means action
- Remember that allyship is a journey

Support Black and Persons of Color Managers

- Begin with self
- Invest in outreach and networking
- Identify your strengths and platforms for fighting racism

Keep Focused on the Change

- Acknowledge that emotions matter
- Pause when needed
- Distribute leadership
- Use power for change
- Embrace conflict as part of the process
- Commit to ongoing learning and long-term transformation
- Conduct periodic assessments and modify programs accordingly

Looking for a good institutional model of anti-racist practice in action?

- Colorado College has an Antiracism Implementation Plan that includes institution-wide initiatives for anti-racist change. They have invested money, changed the curriculum, done a policy overhaul, evaluated student life, begun conversations, changed board of trustees makeup to increase presence by POC and women, and appointed 3 DE&I Deans.

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