

DAY 20: Tools for the Racial Equity Change Process

“And I saw that what divided me from the world was not anything intrinsic to us but the actual injury done by people intent on naming us, intent on believing that what they have named us matters more than anything we could ever actually do.” - [Ta-Nahesi Coates](#).

The idea of race is a social construct that is now embedded in our cultural ways. Whether you are aware of race or try to live while “color blind” of race, its positive or negative connotations are inescapable. It is the duty of every person of every color to take anti-racist actions.

[Ibram X. Kendi](#) notes that one can be racist one moment and anti-racist the next. Racism is something we all carry within ourselves --regardless of our race identity--and as a result we must unlearn biased and racist ideas, replacing them with tools and actions that are centered around equity, empathy, and solidarity.

[Ijeoma Oluo](#) shares “The beauty of anti-racism is that you don’t have to pretend to be free of racism to be anti-racist. Anti-racism is the commitment to fight racism wherever you find it, including in yourself. And that is the only way forward.”

Every day in the workplace, individuals face challenges being their authentic selves. As leaders and colleagues, we each have a role to play in creating inclusive workspaces. Diverse perspectives enrich our workplaces, and [studies are showing](#) that involving diverse voices

improves performance, problem solving and decision making. Yet, [people of color and women are underrepresented](#) in C-Suite, upper management, and Board roles compared to their representation in the overall working population.

Today’s content is focused on providing you with tools and resources for change in yourself, your workplace and your community to ensure that your learning and action doesn’t end on Day 21 of the Challenge.



Graphic source: [Stanford University's Anti-Racism Toolkit](#)

Share your reflections on today’s topic on social media using the hashtag **#unitedforequity** or **#uwwcequitychallenge** and tag **@uwwashtenaw**.

Today's Challenge:

Listen:

- [Watch Centering Race Equity in the Workplace](#), featuring examples of white supremacy culture.
- Watch this [video from Ensemble Health Partners on workplace DEI best practices, the purpose of DEI, common misconceptions](#), the value that focusing on DEI provides to your workforce.
- Watch this [video from the Washington Post on how to be anti-racist, why white people are getting it wrong and how to do better](#).
- Listen to this podcast featuring Harvard Business Review co-hosts Alison Beard and Dan McGinn responding to some [common challenges faced by businesses in promoting diversity and inclusion](#) in their workplace (transcript included).

Read:

- [Read this article from the Management Center, "So You've Declared That Black Lives Matter. Now What?"](#) to learn how to meaningfully go beyond public displays of anti-racism.
- Explore this [resource on Being Antiracist from the National Museum of African American History and Culture](#) featuring many readings, videos, and discussion questions.
- [Read Tema Okun's definition and history of white supremacy culture](#). Then, [familiarize yourself with the characteristics of white supremacy](#) so that you can begin dismantling them.
- Check out [Anti-Racism resources for Non-Black People of Color](#) from the University of Washington.
- [Read the 6 Steps Leaders can take to Become Anti-Racist](#) to learn steps to make lasting change as a leader, especially if you are a white executive by embracing the role of being actively anti-racist.
- Read the Building a Race Equity Culture in the Social Sector [2-pager](#) or download the full report entitled [Awake to Woke to Work: Building a Race Equity Culture](#) to read one or both of these excerpts:
 - Read the explanation of dominant culture in the context of building a race equity culture, found in the box on top of page 10.
 - Read the two-page executive summary on pages 2-3.



UWWC Equity Challenge: Community Conversations

Final Session:
• January 31 @ 8 AM

Click here to sign up for a FREE and VIRTUAL session!

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Watch:

- Watch this [3-minute video](#) shedding light on common struggles people face bringing their authentic selves to the workplace.
- Watch [Just Belonging: Finding the Courage to Interrupt Bias](#) to better understand the emotional fatigue experienced by people of color when discussing race with their white counterparts, so that you can minimize harm to others as you work to become anti-racist.
- [Watch Get Comfortable with Being Uncomfortable](#), in which Luvvie Ajayi shares three questions to ask yourself if you're teetering on the edge of speaking up or quieting down – and encourages all of us to get a little more comfortable with being uncomfortable.

Act:

- [Explore this toolkit on Interrupting and Dismantling Racism](#) to gather perspectives and conversation points to have effective dialogue surrounding race both in and outside of the workplace.
- [Begin your journey to becoming an anti-racist in the workplace using this toolkit](#) from Stanford University.
- Peggy McIntosh has cataloged some of the [daily benefits of white privilege \(the “invisible knapsack”\) conferred White people. Click here to review the list](#) and then reflect on which you benefit from.



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