

# A Mindful Approach Toward Mitigating Racial Biases

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# Speakers



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# Our Purpose & Intention



# What We Are Going to Cover

- An evolved definition of systemic racism
- The unconscious nature of racism
- The role of discomfort
- How we begin to transform this conversation
- Next Step actions to take to transform your organization

# Getting the Most Out of This Webinar

## How To Listen to This Conversation



# White Supremacy Culture: what it is... and what it isn't

## Self-Reflection Exercise #1

Where have you seen systemic racism or symptoms of white supremacy culture in your organization- directly or indirectly?

## The Unconscious Nature of Racism

“Systems do not maintain themselves; even our lack of intervention is an act of maintenance. Every structure in every society is upheld by the active and passive assistance of human beings.”

— Sonya Renee Taylor, [The Body Is Not an Apology: The Power of Radical Self-Love](#)



## Self-Reflection Exercise #2

Where can you see in your life that you've made an automatic decision about a Black person?

# The Necessity of Discomfort



## Self-Reflection Exercise #3

Let's do a quick body scan.

How are you feeling right now?

Have you felt any discomfort during this webinar so far?

What made you the most uncomfortable?



# What Can I Do?

- **Conscious Anti-Racism: Tools for Self-Discovery, Accountability, and Meaningful Change** by Jill Wener, MD and Maiysha Clairborne, MD
- **How to Be An Antiracist** by Ibram X Kendi
- **Me and White Supremacy** by Layla Saad
- **My Grandmother's Hands** by Resmaa Menakem
- **Conscious Anti-Racism** Corporate Trainings and Online Course



## Self-Reflection Exercise #4

What is one action you are going to take **RIGHT NOW** to be actively anti-racist?

What questions do you have?

# Questions?



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