

## WLE Webinar

# Making This a Movement, Not a Moment: Effective Responses to the Racial Justice Awakening and Reckoning

1. How comfortable are you discussing racism:
  - In your community groups?
  - At work?
  - With your family?
2. Did any of the definitions of racism and the various forms cause you discomfort? Why or why not?
3. Where do you see systemic racism impacting your organization?
4. How does Institutional racism show up in your organization? Consider:
  - Recruiting and hiring
  - Evaluations and feedback
  - Promotions
  - Pay equity
  - Access to opportunities and clients
5. Based on today's session, what steps can your organization take to move toward a movement?
  - What challenges should you anticipate?
  - Who are potential allies?
  - What steps would need to be taken to accomplish your goal?
6. How would you rate yourself as an ally? And what aspect of allyship could you improve on? How would colleagues of color rate you as an ally?
7. What role can you play in execution of your organization's inclusion and diversity strategy or antiracism commitment?

## **Additional Resources**

1. [Racial Equity Tools](#)
2. Blog, "[Own our History. Change the Story](#)" by Brené Brown
3. The New Jim Crow by Michelle Alexander
4. The Color of Law by Richard Rothstein
5. 13th (documentary)
6. Caste by Isabel Wilkerson
7. TEDx: Just Belonging: Choosing Courage to Interrupt Bias
8. Allyship and Antiracism Toolkit -- [Seyfarth.com/allytoolkit](https://www.seyfarth.com/allytoolkit)
9. Dare to Lead by Brené Brown
10. Daring Greatly by Brené Brown