

Anti-Racism in Action: Building Racial Equity



Inclusive leadership is grounded in understanding the ways in which unconscious narratives are built into our society, systems, and individual responses. To assist leaders in their journey to create more inclusive workplaces, our Anti-Racism in Action session provides a background in systemic racism and offers a path towards becoming actively Anti-Racist.



Providing Background & A Vision Forward

We begin the session by providing vocabulary and perspective on the various dimensions of racism. Using videos and a personal narrative, we share how power dynamics, both individual and systemic, affect outcomes for racial groups. After sharing Anti-Racist skillsets, we offer open discussion time.

Skillsets covered Anti-Racism in Action:

- Self-Awareness
- Identification and Reframing of Racism
- Recommended Tools to be an Anti-Racist

Our Approach

Discussions about race can be challenging due to the combination of denial, shame, and fear present in our mainstream culture. Through a combination of level-setting through context and personal narrative, we encourage learners to move past their fears and begin to focus on the skills necessary to be Anti-Racist.

Pre-Session Assignment

- Pre-session reading and reflection

Post-Session Handout

- Key-takeaways
- Skill descriptions with application reminders

Attendees: Managers and Leaders

Duration: 90 to 120 minutes

Format: Virtual synchronous through video meeting; interaction through chat function and Q & A

Orange Grove Consulting specializes in research-based diversity & inclusion training and organizational change, with an end goal of creating more innovative and productive workplaces.