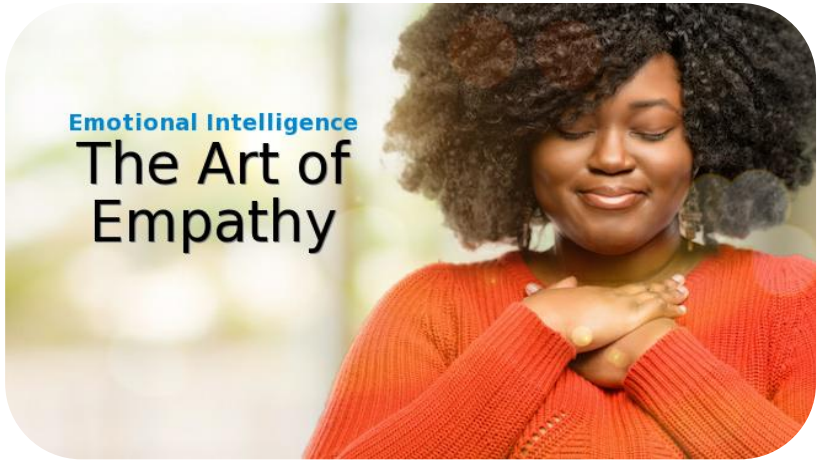
Racial Injustice Stops with Me

For more information, click the images below to access BOB lessons.



BlueOceanBrain®
An HSI Company

Quick Poll

What is your comfort level with having conversations around diversity and inclusion with your team?

- Very comfortable. I've already had conversation(s).
- Comfortable. I've already had conversation(s).
- Not yet comfortable but working toward it.
- Uncomfortable.

Live Learning Event Presented to WSIA

Racial Injustice Stops with Me

Powered by

BlueOceanBrain®
An HSI Company

Business is uniquely positioned to eradicate racism.

3 billion working worldwide

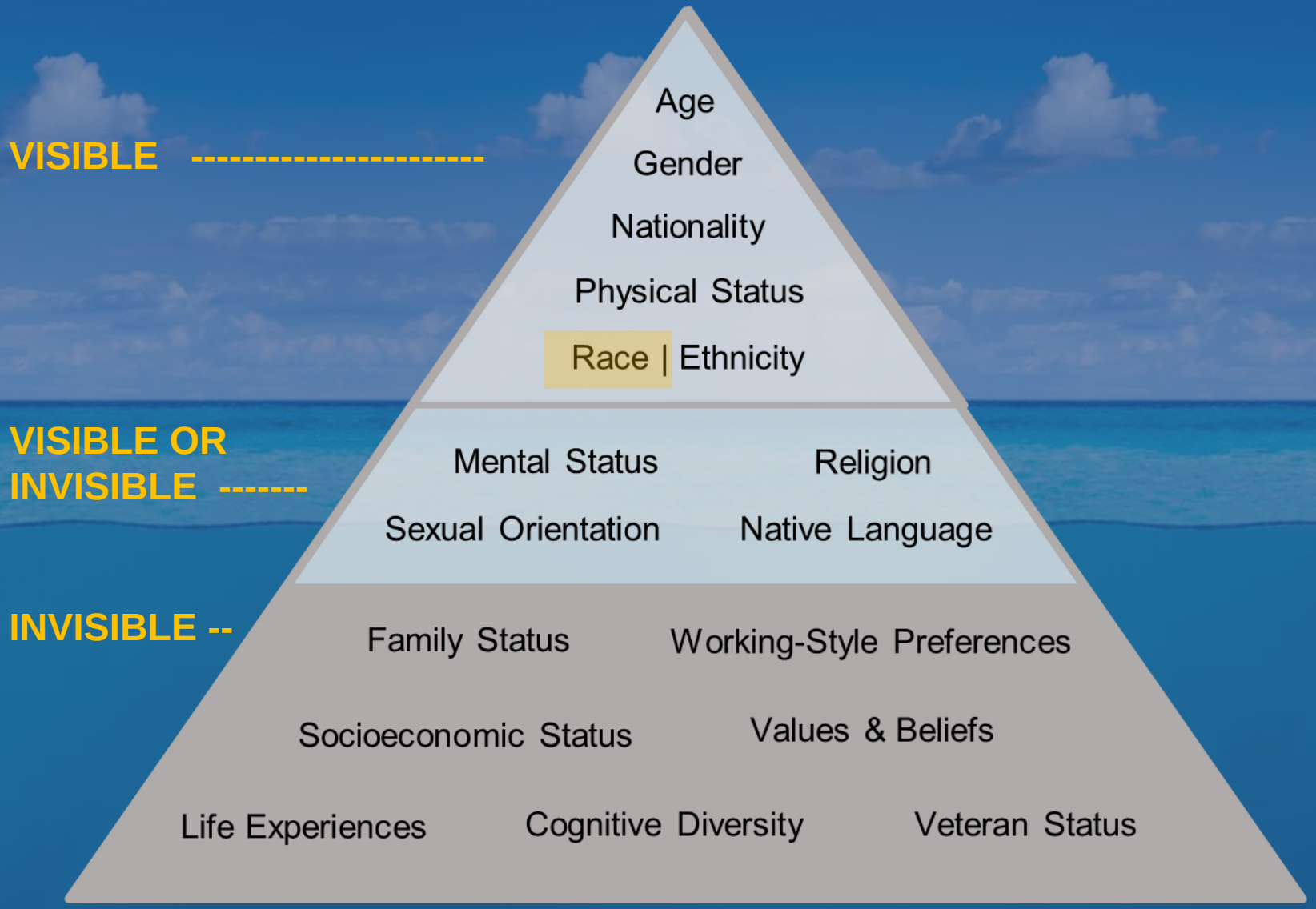
130 million in the U.S.
15 million in Canada

Living the Values at WSIA

Embracing diversity, equity, and inclusion is simply the right thing to do

We believe that when people experience this culture in action, they are more innovative, and possess a sense of belonging leading to employee retention, customer retention, and profitability.

We all have visible and invisible layers of diversity.

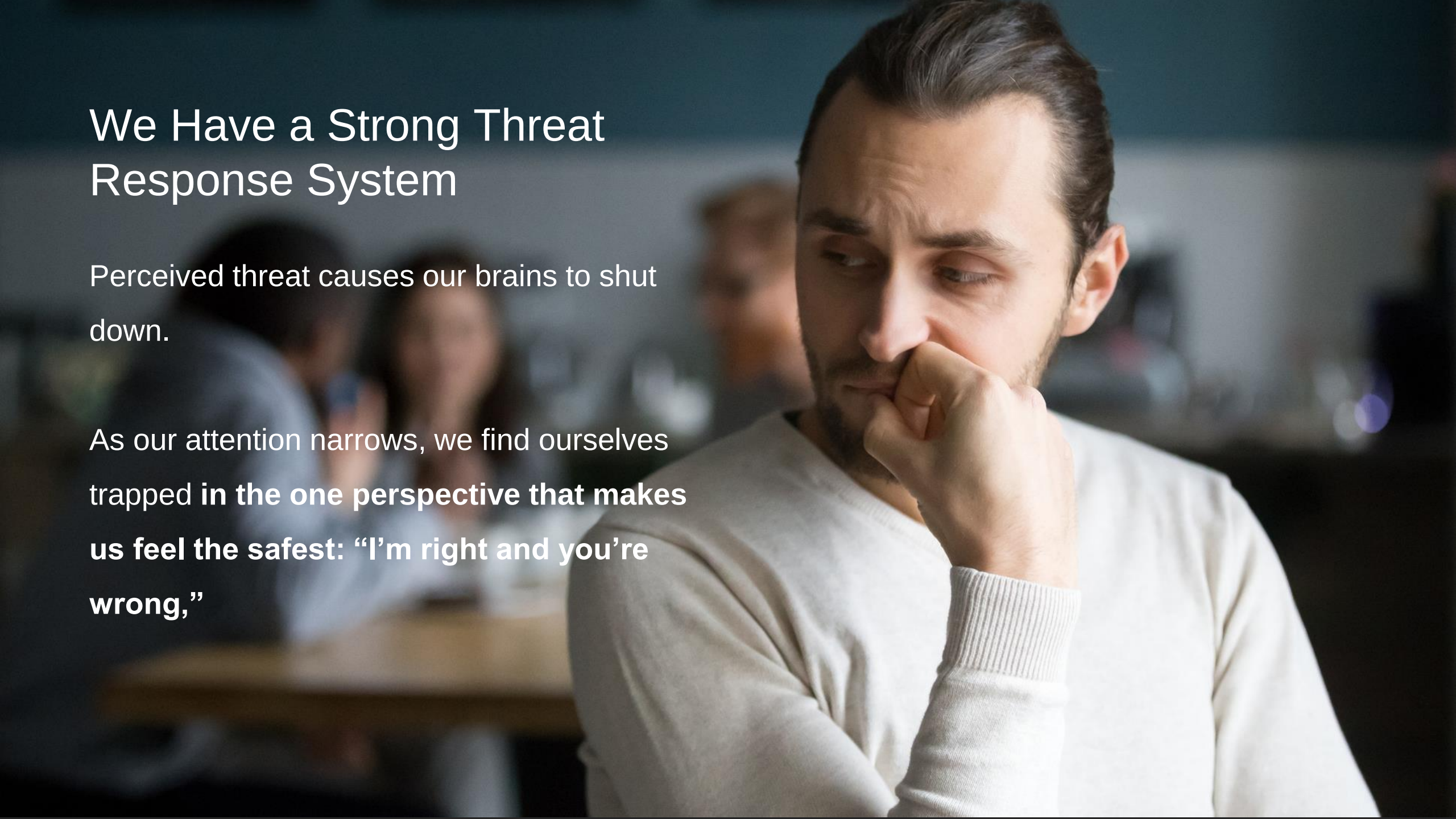


Intersectionality

Each of us is an intersection of multiple identities.

Gender, Race, Ethnicity, Lived Experiences, Cognitive Diversity, Sexual Orientation, Veteran Status, Mental Health

Why are more people across the world talking about racial injustice *now*?



We Have a Strong Threat Response System

Perceived threat causes our brains to shut down.

As our attention narrows, we find ourselves trapped **in the one perspective that makes us feel the safest: “I’m right and you’re wrong,”**

We are Visual Creatures

All primates, including humans, are highly visual creatures. We rely on visual cues for basic adaptive behaviors such as finding food, mates, and shelter; as well as more complex behaviors such as parental care and the formation of social hierarchies.

Source: Eye Brain. 2014; 6(Suppl 1): 1–4. *Current research on the organization and function of the visual system in primates.* Jon H Kaas and Pooja Balaram

Facts About Race

Race - dividing people into groups based on sets of physical characteristics and ascribing social meaning to those groups.

Ancient societies did not divide people according to physical distinctions, but according to religion, status, class, even language.

Adams, G., Biernat, M., Branscombe, N. R., Crandall, C. S., & Wrightsman, L. S. (2008). Beyond prejudice: Toward a sociocultural psychology of racism and oppression. In G. Adams, M. Biernat, N. R. Branscombe, C. S. Crandall, & L. S. Wrightsman (Eds.), Commemorating Brown: The social psychology of racism and discrimination (pp. 215–246). Washington, DC: American Psychological Association. doi:10.1037/11681-012. Contrasts mainstream social psychological discussions of racist phenomena with a sociocultural approach to racism and oppression.

Facts About Race

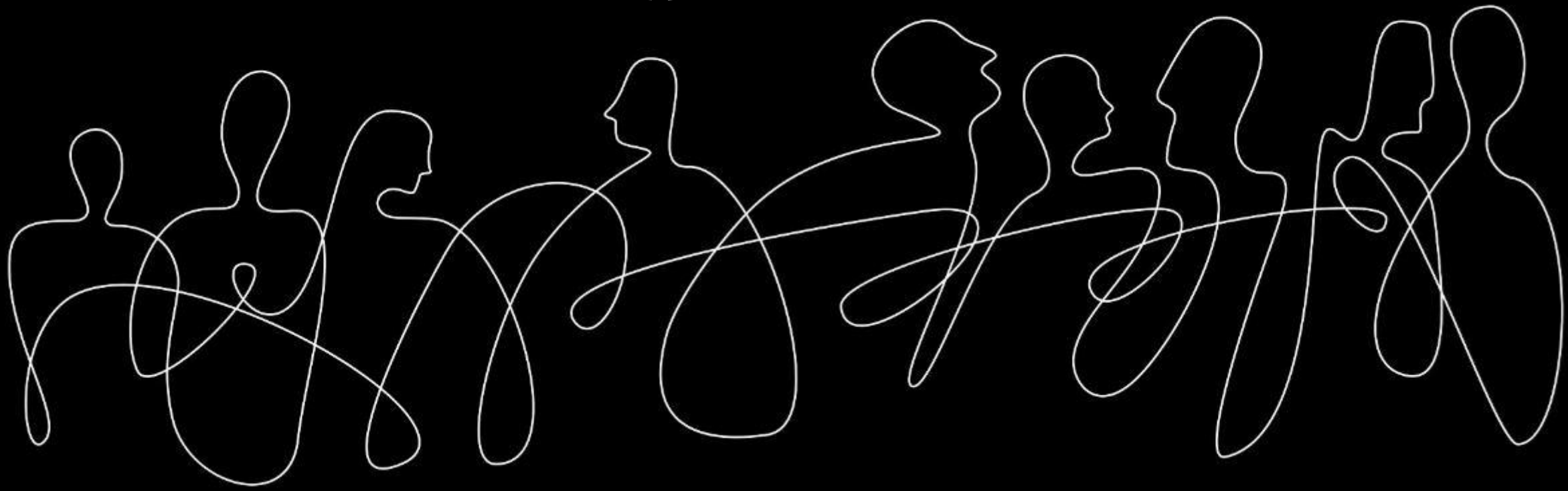
Race has no genetic basis. No trait or gene distinguishes all the members of one so-called race.

https://sitn.hms.harvard.edu/flash/2017/science-genetics-reshaping-race-debate-21st-century/

Kurtiş, T., Salter, P. S., & Adams, G. (2015). A sociocultural approach to teaching about racism. The Race and Pedagogy Journal, 1(1), Article 1. Retrieved from http://soundideas.pugetsound.edu/rpj/vol1/iss1/1. Provides a practical example of how a cultural psychological approach can be utilized in a classroom to increase student awareness of racism.

“I am an anti-racist.”

“I am not a racist.”



Consider the limitations of our education.

Advantage Blindness

Makes It Harder for Us to See or Feel Racism

Is racism something we are born with or something we learn?

CHILD DEVELOPMENT

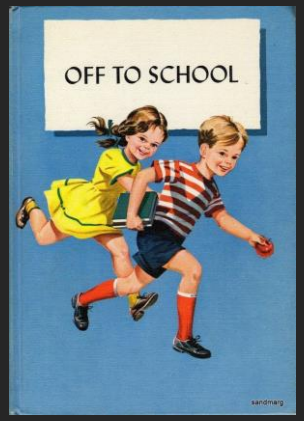
Empirical Article

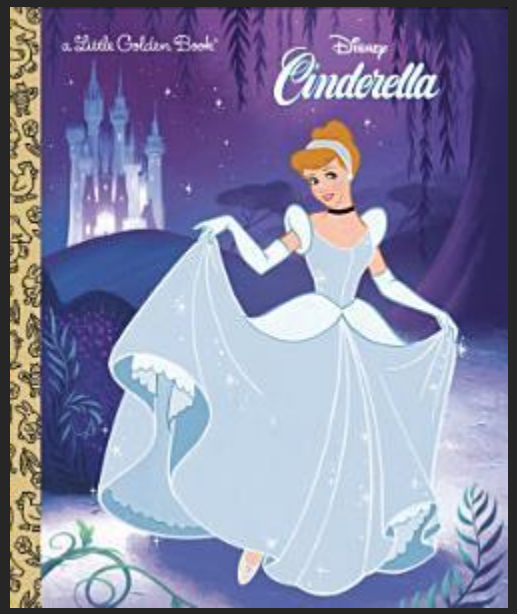
The Nature and Consequences of Essentialist Beliefs About Race in Early Childhood

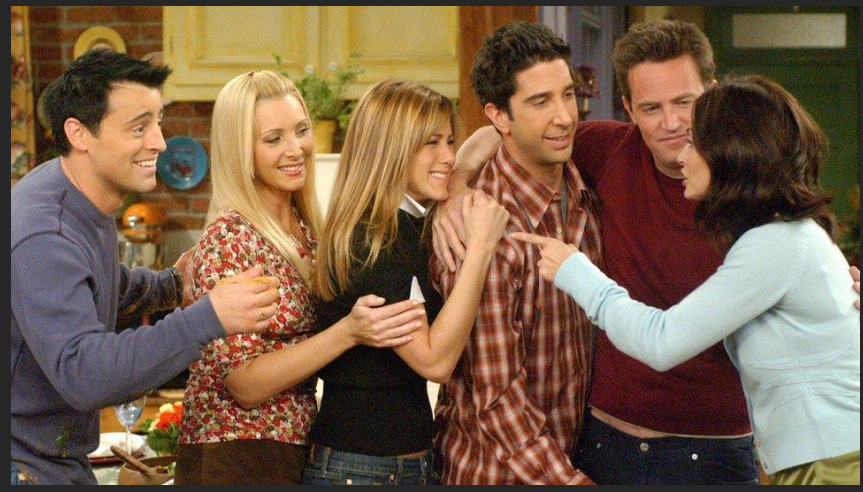
Tara M. Mandalaywala, Gabrielle Ranger-Murdock, David M. Amodio, Marjorie Rhodes

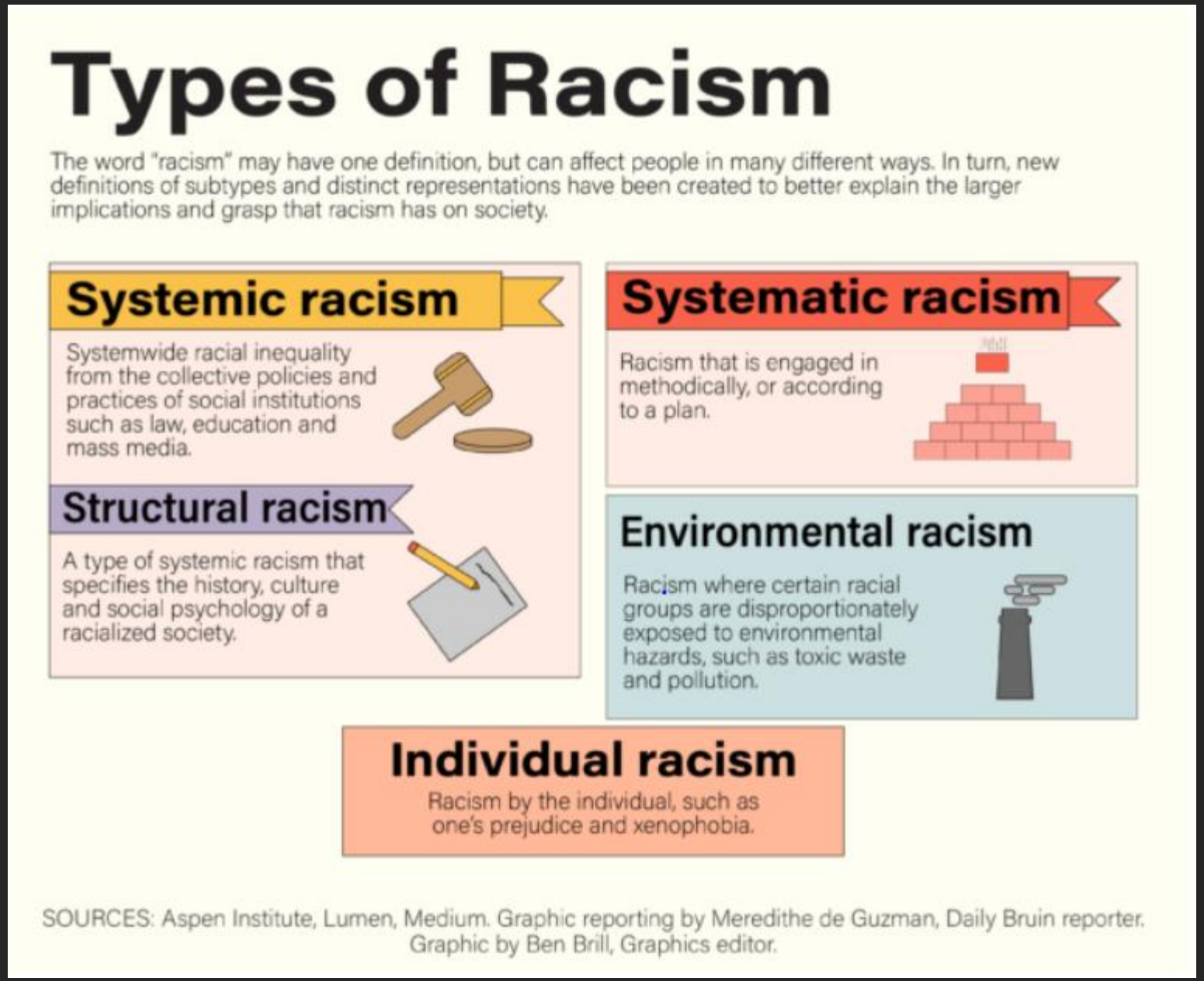
First published: 23 January 2018 | https://doi.org/10.1111/cdev.13008 | Citations: 10

A sense of belonging or exclusion begins at a young age.









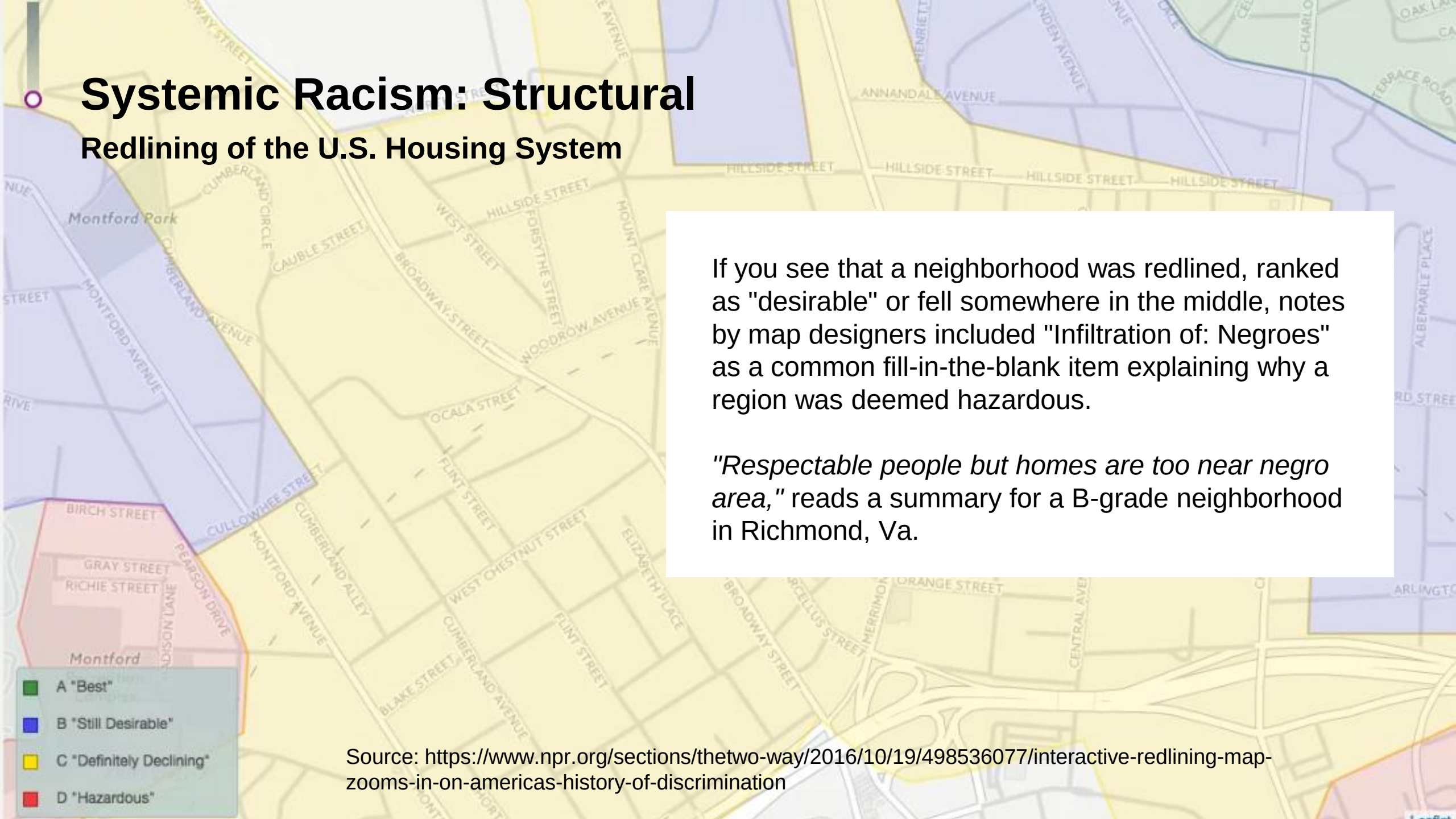
How does racism impact the world of work?

Systemic Racism: Structural

Redlining of the U.S. Housing System

If you see that a neighborhood was redlined, ranked as "desirable" or fell somewhere in the middle, notes by map designers included "Infiltration of: Negroes" as a common fill-in-the-blank item explaining why a region was deemed hazardous.

"Respectable people but homes are too near negro area," reads a summary for a B-grade neighborhood in Richmond, Va.



Source: https://www.npr.org/sections/thetwo-way/2016/10/19/498536077/interactive-redlining-map-zooms-in-on-americas-history-of-discrimination

SCIENTIFIC AMERICAN

Racism, Not Genetics, Explains Why Black Americans Are Dying of COVID-19

Some scientists and politicians have invoked baseless ideas about unknown genes, ignoring systemic inequality and oppression

2020

Andrew M. Ibrahim MD, MSc June 10, 2020

Consider the Path to Becoming Anti-Racist

Quick Poll

Which zone do you believe <u>most people you work with</u> currently occupy?

- Fear Zone
- Learning Zone
- Growth Zone

Respond to Challenging Statements

“I don’t see color.” or “I’m colorblind.”

Understand and Be Able to Answer

"Shouldn't we hire and promote the **best person for the job**, regardless of race or gender?"

Actions: Improve the diversity of your talent pipeline. Avoid using subjective terms like "best" or "culture fit".

Understand Bias

Bias is part of our human condition.

Bias continues in our modern brains.

We are not as objective as we hope to be.

Implicit Bias | Unconscious Bias

Attitudes or stereotypes that affect our understanding and decisions in an unconscious manner.

Source: www.visualcapitalist.com/50-cognitive-biases-in-the-modern-world/

Affinity Bias

We tend to like people who are like us and favor those who are a member of our social group.

Note similarities you share with people so you can consciously make decisions based on the factors that *actually* matter.

Overcoming the Affinity Bias

1) Be intentional about broadening your network of relationships.

Expand your human connections.

Overcoming the Affinity Bias

2) Make note of similarities to strip out things that may cloud your judgement.

Not Relevant to Promotion Decision

- Same age range
- Same graduate institution
- Same race
- Same politics
- Same favorite sports team

Overcoming the Affinity Bias

3) Put safeguards against bias in place for important decisions.

- Have a colleague review decision.
- Avoid decisions when tired or stressed.
- Track your decisions and review metrics.

“We don’t see things as they are. We see things as we are.”
- Anais Nin

What is it like to code switch all day?

Code-switching is a survival technique to help someone blend into different social and professional situations.

Code switching can feel exhausting.

‘I work in a predominantly white environment, and I’m conscious of being perceived as argumentative.

So I feel like I water my personality down, so people can’t say that I’m a “angry black woman” – whatever that means.

- Rochelle

Micro-inequities

Spotting Acts of Exclusion

Micro-aggressions: Brief verbal, behavioral or environmental indignities, whether intentional or unintentional, that communicate hostile, derogatory, or negative attitudes toward stigmatized or culturally marginalized groups.

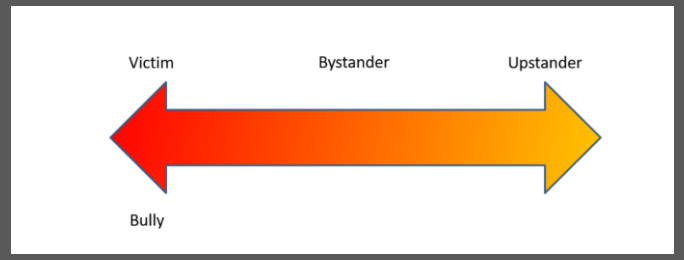
Lead by Example

Interrupt Exclusion

Pause the Conversation | “Call In” the Person | Explain Why | Have Patience but Expect Progress

GROWTH ZONE

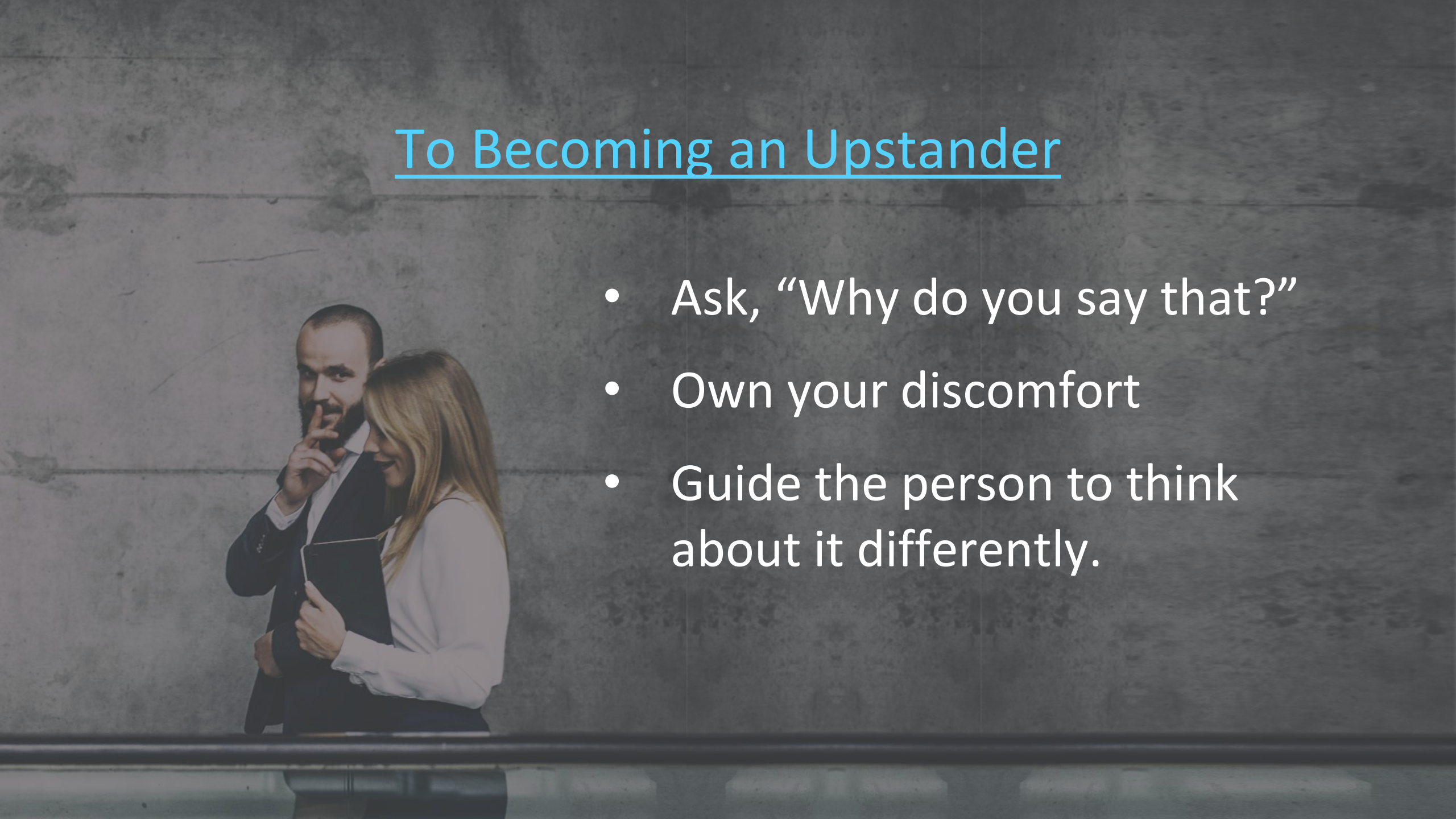
Becoming an Upstander



Moving from Bystander

"…It's like the United Nations in here; what happened to the days when people had ***regular names*** we could actually pronounce."

To Becoming an Upstander



- Ask, “Why do you say that?”
- Own your discomfort
- Guide the person to think about it differently.

Authentic Leadership

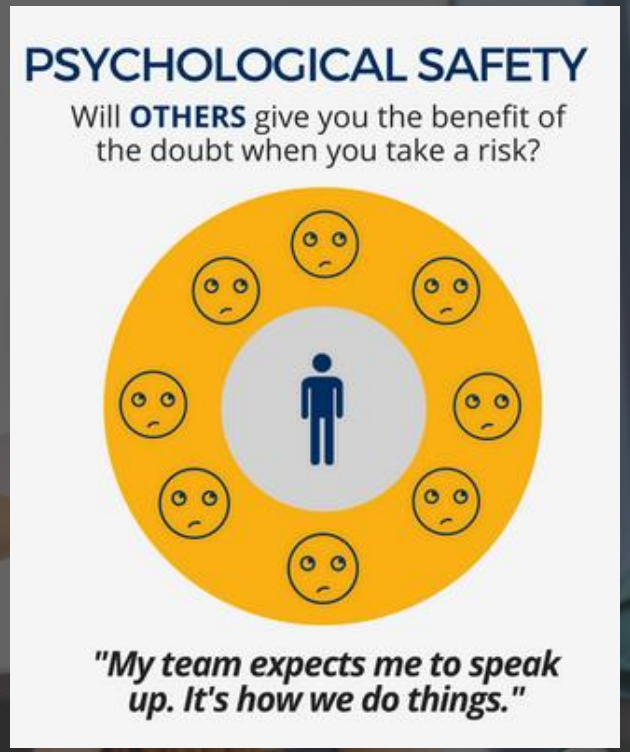
Engage in conversations at work...

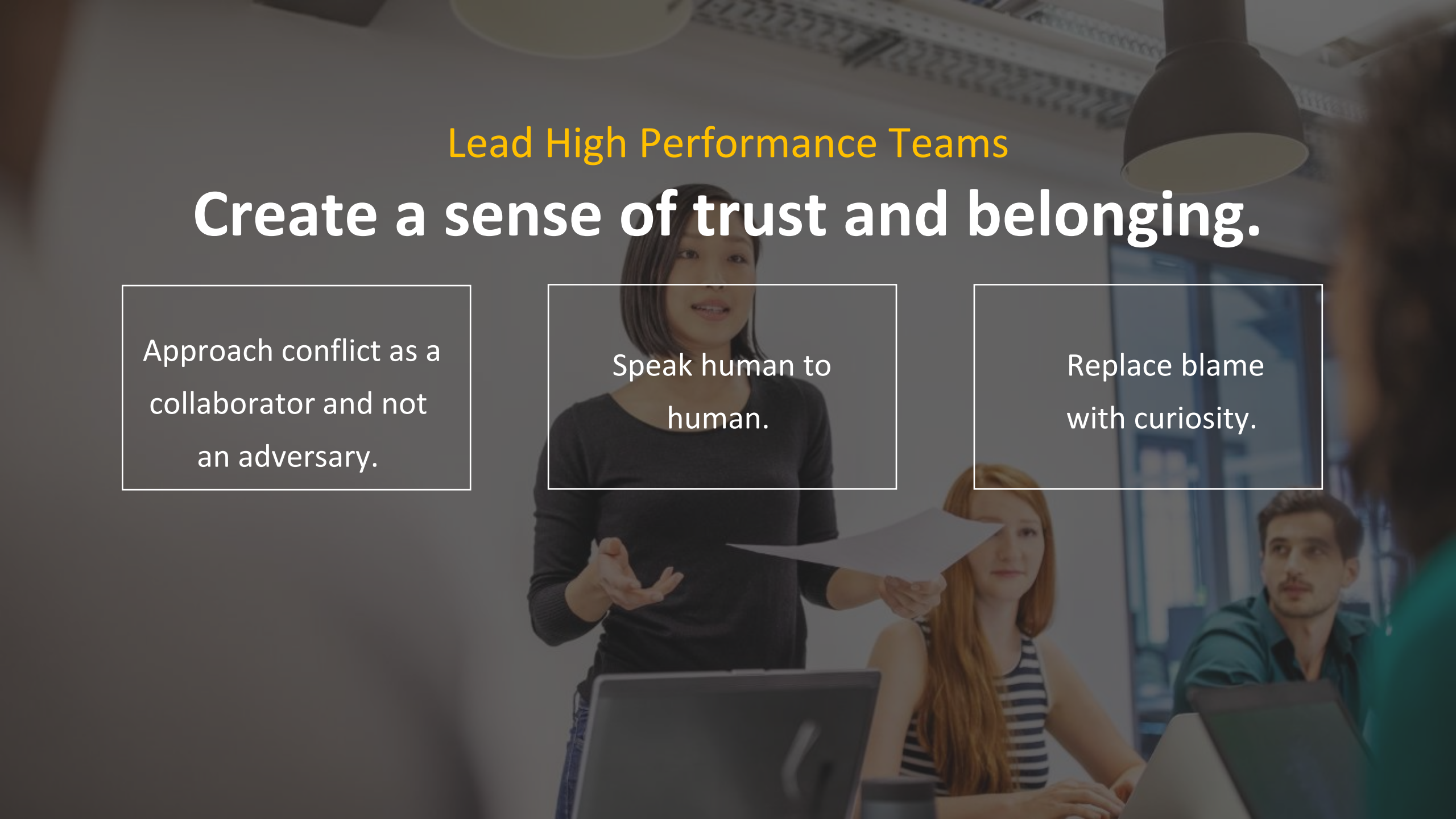
1. State your intention.
2. Prepare.
3. Acknowledge your limitations.
4. Speak from your heart (and listen).

High Performance Teams

Build psychological safety.

Google’s massive two-year study on team performance revealed that the **highest-performing teams have one thing in common:** psychological safety.





Lead High Performance Teams

Create a sense of trust and belonging.

Approach conflict as a collaborator and not an adversary.

Speak human to human.

Replace blame with curiosity.

Supporting a Culture of Growth

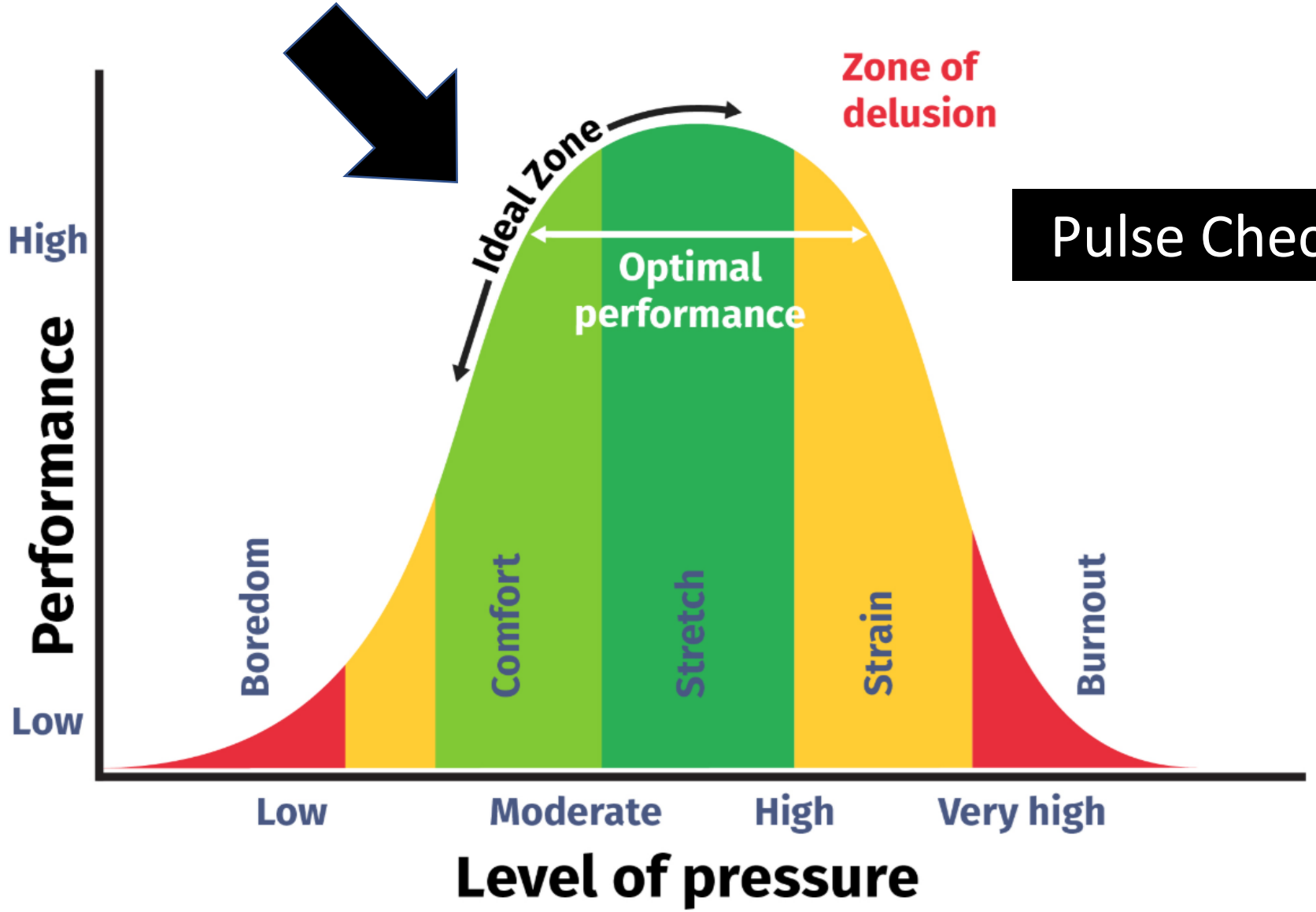
Build on Others' Ideas

- See new ideas as fragile.
- Ask questions to learn more.
- Use "Yes, and…"
- Give ideas time to take root.

Inclusive Meetings

Start Your Next Meeting by Establishing Group Norms

- Every voice has weight.
- Curiosity for new ideas.
- Admitting mistakes shows courage.
- Acknowledge good work.
- Candid debate powers good decisions.



Pulse Check Your Team

Source: Effects of Stress: The Link Between Pressure and Performance

Taking a Stand Against Racism

Research shows that Americans are looking to business leaders and brands to play a central role in addressing systemic racism.

61%

expect corporations to speak out against racial injustice[1]

71%

of employees placed far more trust in companies to respond to racial injustice[1]

33%

of employees say that the workplace is not doing enough to promote racial justice in the world[2]

[1] Systemic Racism: The Existential Challenge for Business (Edelman)
[2] Society for Human Resource Management

Learn from Other Organizations

CEO ACT!ON FOR DIVERSITY & INCLUSION

Advancing Diverse Talent in Leadership

Challenge

We recognized that our leadership did not fully reflect our workforce at more senior levels.

Actions

A review of talent data including mobility analysis, succession planning, associate engagement survey and talent acquisition identified areas of opportunity. A combination of strategies were deployed including diverse slates for executive openings; reporting on diversity metrics monthly to executive committee; expanding the role and number of employee resource groups to include business outcomes; implementing "the business case for diversity" in executive and leadership programs; expanding unconscious bias training for leaders; establishing 3-year diversity goals for women and minorities in executive leadership and introducing accountability scorecards by business area.

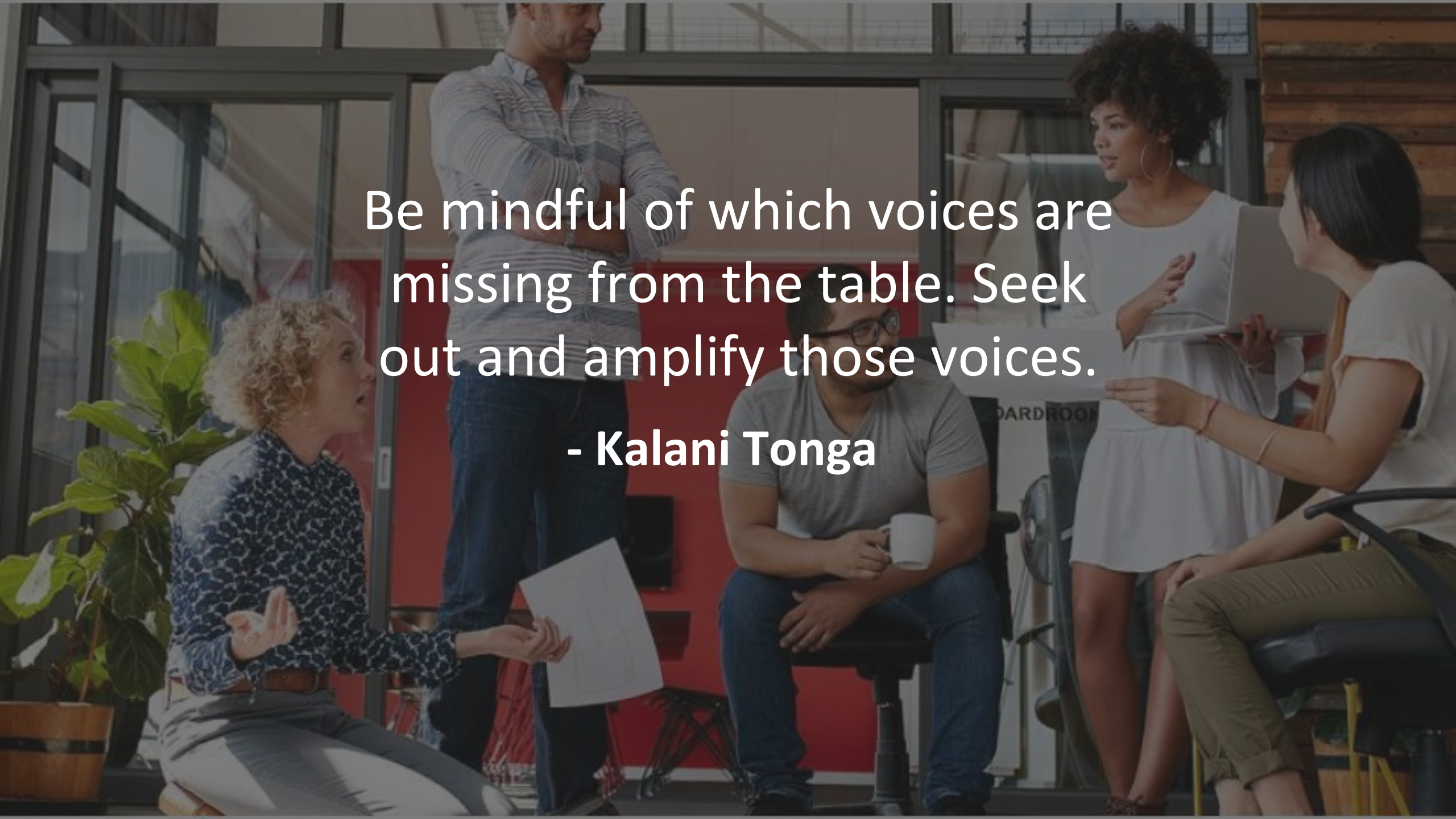
One of our programs, "Cultivate Your Career" was focused on advancing women of color. ADP became the title sponsor for the Black Enterprise Women of Power Summit and sponsored approximately 45 high potential women of color across multiple disciplines. In addition, we sponsored quarterly development programs targeting these high potential women covering topics like executive presence and business acumen. Another program, Multicultural Leadership Development, offers high potential men and women of color a one-year leadership seminar focused on leading self, leading others and leading the business.

We also initiated key partnerships with non-profit organizations focused on gender and ethnic diversity to support our talent pipeline.

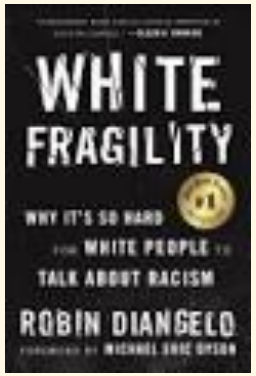
Outcomes

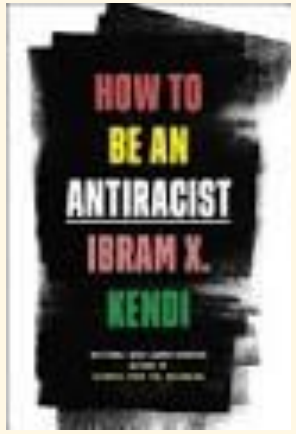
ADP achieved a 5-point improvement in the representation of both women and minorities in executive roles. Engagement for women and minorities has also improved over the same period.

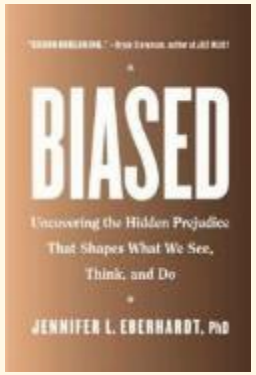
ADP
A more human resource.


Be mindful of which voices are missing from the table. Seek out and amplify those voices.
- Kalani Tonga

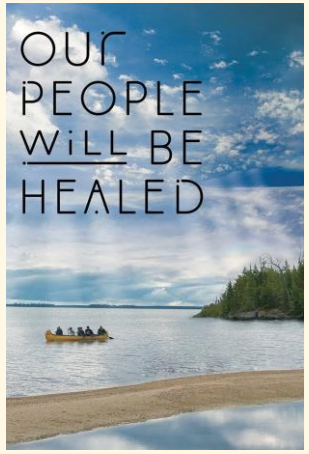
What to Read

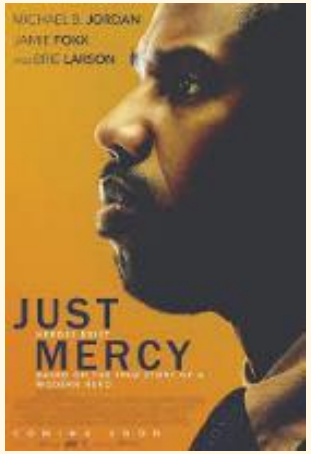






What to Watch

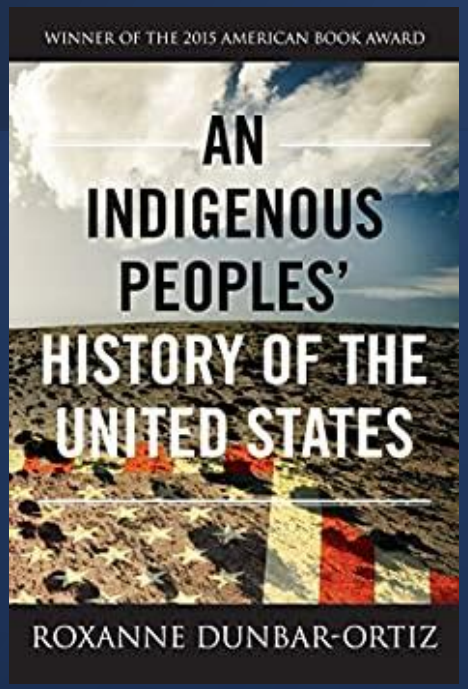


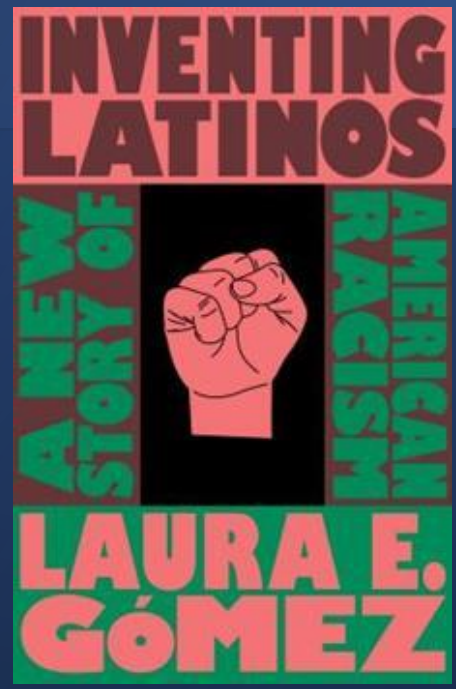


What to Listen to

the diversity gap

Education Beyond Black and White





How have your experiences/diversity dimensions impacted your perspective.

Live Learning Event Presented to WSIA

Racial Injustice Stops with Me

Powered by

BlueOceanBrain®
An HSI Company