



## ANTIRACISM: TAKING ACTION

Current public discourse about inequality in America and around the world requires a shift from passive nonracism to antiracism, which calls for active engagement with dismantling racist structures, beliefs, and ideas.

In response, many organizations have publicly declared their commitment to being antiracist. But more is needed than words. To turn these commitments into action, employers must educate their workforces and inspire new behaviors, ensuring that each employee understands the concept of antiracism, how to be antiracist, and the company's stance on diversity, equity, and inclusion.

Antiracism: Taking Action provides a multi-element approach to increasing understanding of antiracism, taking antiracist actions, being an authentic ally, and articulating a commitment to changing institutional structures that perpetuate inequality and inequity. This course sets the foundation for, and provides advice on, having deep and continued conversations in an open and constructive manner.

*“Nothing can stop the power of a committed and determined people to make a difference in our society. Why? Because human beings are the most dynamic link to the divine on this planet.”*

– JOHN LEWIS

**THIS COURSE IS NOT JUST AN INFORMATION REEL - IT IS DESIGNED TO ENGAGE EMPLOYEES, ELEVATE BEHAVIOR, AND FOSTER THE KIND OF CONTINUOUS LEARNING AND ACTION THAT DOESN'T END AFTER THE COURSE IS COMPLETE.**



### UNDERSTANDING RACISM:

Ensures an understanding of the different types of racism and how they manifest themselves, impacting life and the workplace



### TAKING ACTION:

Offers real actions that address racism, dismantle it, and work toward racial equity



### YOUR COMMITMENT:

Establishes how your organization will ensure an inclusive working environment

## TOPIC AREAS ADDRESSED

- UNDERSTANDING RACISM
  - » Systemic Racism
  - » Racial Stereotypes
  - » Implicit Bias
  - » Microaggressions
  - » Positions of Power and Privilege
- PRACTICING ANTIRACISM
  - » Building Awareness
  - » Choosing to Act
  - » Having a dialog
  - » Continued Learning
- YOUR COMMITMENT
  - » Policy Statement
  - » Actions and Goals

**ANTIRACISM: TAKING ACTION** is composed of three elements that provide context, explain concepts, and remind learners that doing what's right is what matters. Each element can be used in any combination to create a continuous learning experience that works for your organizational needs.



### MEDIA

Focused on the Black Lives Matter movement, video provides context and frames the importance of the forthcoming learning.



### eLEARNING MODULE

Designed to educate employees on racism, how to take action, and the organization's commitment.



### INFOGRAPHICS

Practical graphics provide concrete actions that can be taken to become antiracist. Topic areas include: Authentic Allyship and Difficult Conversations.

By educating your employees on your organization's commitment to antiracism and how to take real action, you create a culture rooted in equity and inclusion for all employees.

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