

# Exploring Racism Group

We invite you to join a group that will explore issues of race and racism, and ways to have a positive impact together.

## Description

A forum of 10-12 carefully selected leaders in business, government and not-for-profit organizations.

## Purpose

Mutual exploration into issues of race/racism as they impact leadership, including but not limited to:

- Understanding one's own racial conditioning as it relates to leadership
- Studying pertinent history of race/racism
- Understanding structural racism in our society
- Processing current situations or recent situations faced by participants
- Exploring leadership challenges related to laws, recruitment, inclusion, etc.

## Function

These groups function with mutual agreements that ensure:

- Trust
- Confidentiality
- Mutual exploration and learning
- An open, non-judgmental attitude
- Support and encouragement
- Discussion of possible actions by members between meetings

For those interested in joining, a program organizer will meet with you to explore if the group is a fit for you and determine which of several days and times works best.

# *This group would be of interest if :*

- You recognize that you have had little exposure to people of different races or experiences.
- You're curious to learn more about the tensions around racism.
- You are awkward at times when the topic of race arises – at work, among family, among friends, in organizations or clubs.
- You find yourself reacting to people advocating for or discrediting minority rights.
- You've wanted to explore anti-racism ideas with people outside your social and/or economic circles.
- You've wondered what to do about your own biases, prejudices, and judgments.
- You've wondered how your company and your leadership are perceived by people who look different from you.
- You're interested in what other leaders have experienced along these same lines.
- You're willing to invest time grappling with these experiences and questions with other leaders, in a structured learning process.

NOTE: The program organizers are business executives contributing their time to this work. Therefore, there is no cost to participants.

# *Program Format*

- 12 sessions, 1.5 hours each on a regular day/week of the month, selected by group members. Typically, 8:00 – 9:30 am but lunchtime & evening sessions may be options.
  - A commitment to attend at least 10 meetings during the year.
  - Meetings will be virtual for the foreseeable future.
- 12 sessions to feature 8 topics.
- There is pre-work for each session, typically brief videos or articles requiring about 30 – 40 minutes.
- Each group has an assigned person to help facilitate the discussions.

For more information and to set up a brief interview please contact Tom Mitchell at [tcmitch1951@gmail.com](mailto:tcmitch1951@gmail.com)