# *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.

- Attendance at all meetings is an expectation

  - This is vital for creating a culture of openness and trust.

- Meetings will be virtual for the foreseeable future.

- 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