**Gary’s presentation:**

Good afternoon.

The video you just viewed is an example of the pre-work for an ERG meeting. To stimulate discussion during the meetings, here are examples of some of the questions the group might tackle addressing that pre-work:

* 1. Same black man, one day in suit, next day in sweats and he notices that he is treated differently by the same people
     1. Do you treat people differently based on the way they are dressed?
     2. What stereotypes/biases do you carry with you based on how people are dressed?
  2. Do you understand that in most organizations, there is extra work for POC, things to deal with that their white counterparts don’t have to deal with? Do you know what those challenges are? Do you think they exist in your organization?
  3. When you think of people of color, do you think of certain labels like poor, uneducated, fatherless, or do you see POC as individuals? Do you think of white people as one group?
  4. What kind of environment have you created in your organization that welcomes people of color? – Do you know what might be welcoming or off-putting for people of color?
  5. Do you want to know the truth of what it is like to be a person of color in your organization? Have you asked that question?

In order to really deal with these types of questions, the ERG cohorts develop a trust that makes the group a safe place to have in-depth conversations.

Here is some of the feedback we have received from past participants:

* ERG helped open my eyes to the biases that I have and how to address those biases. It helped me be less hesitant to talk about race-related issues and realize that being "blind" to race is actually supporting racism.
* ERG helped me find a new level of understanding, not just of what it means to be Black in America, but also what it means to be white. I am much better equipped now to make a difference going forward.
* I learned so much and also realize how much more there is to learn -- and also to unlearn.
* "Learning to be uncomfortable.... this was the incredibly valuable lesson I learned as I went through this program with a group of individuals that provided a safe place to share one's experiences and admit to one's biases without judgement. In the process you learn a whole lot about yourself and how important it is to challenge your own beliefs.
* The ERG setting provided a safe space to talk deeply about issues of race that are often left unsaid.

* SO, Imagine having the opportunity, with eight other group members, both white and people of color, to explore racism related topics in great depth. There are not many other settings that provide the opportunity to have those discussions which broaden our knowledge of ourselves and of the impact of racism on our world. Erg provides that opportunity. Tom will now review the ERG process with you.