

# Beyond Book Clubs & Lip Service: Actionable Allyship in the Workplace

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C O M P A N Y



# Learning Outcomes

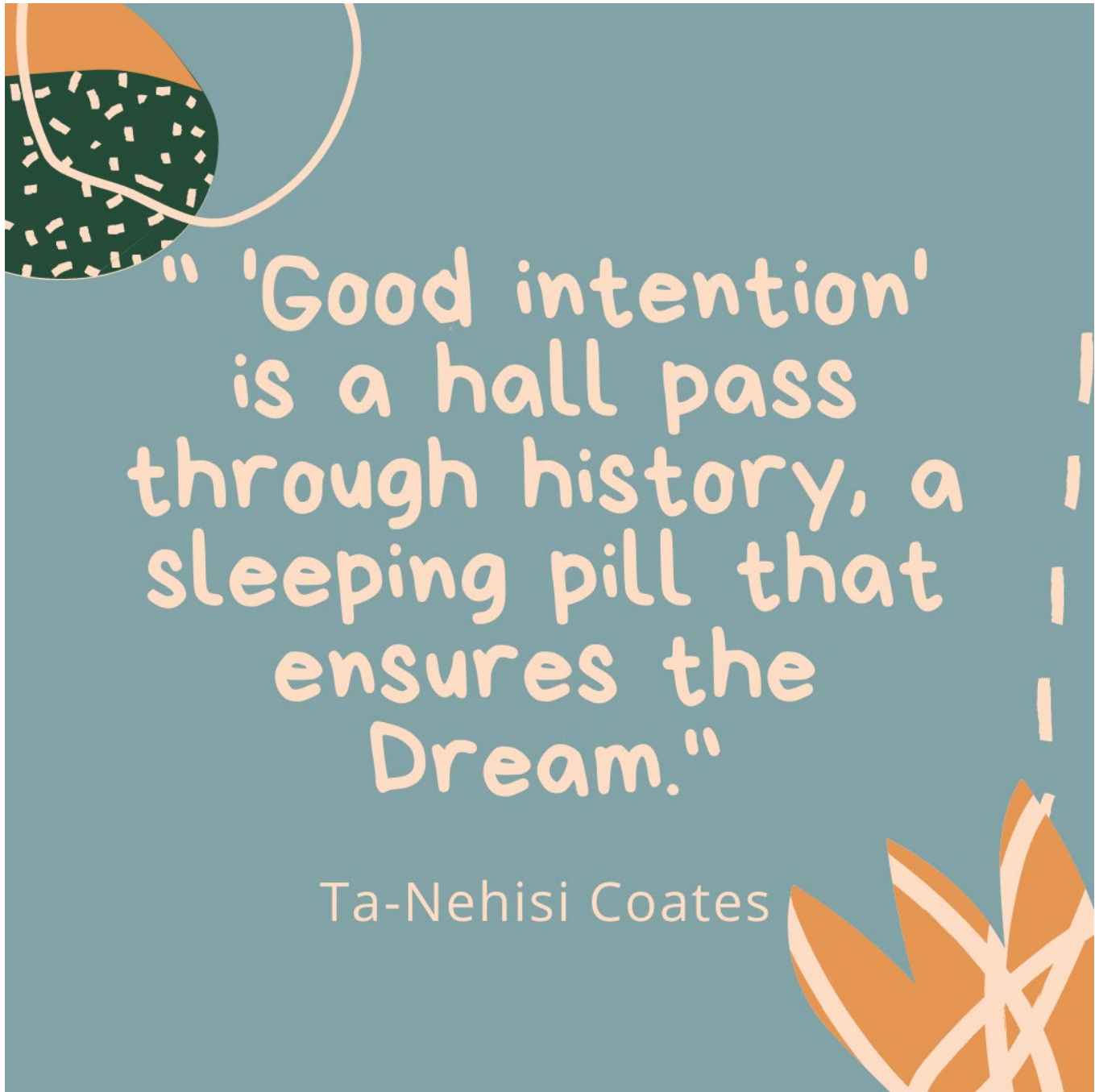
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- Understand what microaggressions and macroaggressions are and how they negatively impact the mental health of people of color
- Learn how white supremacy culture shows up in the workplace
- Understand stages of grief for communities of color
- Engage in reflection and discussion on actionable allyship and how to take meaningful action

# Meditation



BREATHING



" 'Good intention'  
is a hall pass  
through history, a  
sleeping pill that  
ensures the  
Dream."

Ta-Nehisi Coates

# Culturally Taxed and Depleted



# Microaggressions

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*“...everyday slights, put-downs, invalidations, and insults directed to socially devalued group members by well-intentioned people who may be unaware that they have engaged in such biased and harmful behaviors...”*





# Microaggressions

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**Microassault:** “...blatant verbal, nonverbal, or environmental attack intended to convey discriminatory and biased sentiments.”

**Microinsult:** “...unintentional behaviors/verbal comments that convey rudeness/insensitivity and/or demean racial heritage, gender identity, religion, ability, or sexual orientation.”

**Microinvalidation:** “unintentional verbal comments/behaviors that exclude, negate, or dismiss the psychological thoughts, feelings, or reality of the target group.”

## Microassault

- Racial epithets
- Overt discrimination

## Microinsult

- Rushing to help a disabled person
- “You’re so articulate.”

## Microinvalidation

- Colorblindness
- Dismissing sexual orientation as a phase



# Microaggressions and Mental Health

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- Chronic pain
- Fatigue
- Low self-esteem
- Depression
- Anxiety
- Post-Traumatic Stress Disorder
- Questions of worth and value
- Powerlessness
- Health issues
- Feelings of inferiority
- Death







# White Supremacy Culture

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*...shows up everywhere....*

- Dress code
- Perfectionism
- Worship of the written word
- Defensiveness
- Only one right way
- Claiming a right to comfort
- Tokenism
- Individualism
- Fear of open conflict





# The Grief is Real

- 5 Stages of Grief
  - Denial
  - Anger
  - Bargaining
  - Depression
  - Acceptance
- *5 Stages of Black Grief*
  - Despair
  - Self-Blame
  - Move to Action
  - Endurance
  - Survival



# Beyond the Book Club



# Defining Allyship

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## What makes an ally?

- Someone belonging to a dominant group who actively disrupts oppressive systems and situations when they're witness to ones that disparage marginalized groups
- Consistent, sustainable, reliable action centered on the group(s) they seek to be in partnership with to advance their social justice
- A learner who constantly self-evaluates, engages with the perspective of those they seek allyship with for accountability



# Defining Allyship in the Workplace

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- Making sure that contributions, POVs are known and attributed in meetings, work products, etc.
- Advocating and amplifying the voices of groups not represented in decision-making, discussions, etc.
- Addressing policies, compensation practices, and hierarchical structures that diminish the rights and mobility of others
- Interrupting social or professional behavior that renders the voices, presence, and contributions of others invisible or less valuable



# Allyship Resources

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## What resources should you use?

### What we see in DEI work:

- DEI facilitation: bringing in experts to help address or redress internal culture
- DEI Assessment Tools
- Forming DEI committees, groups, councils
- Restorative healing practices and conversations
- Affinity spaces
- Advocating for these resources



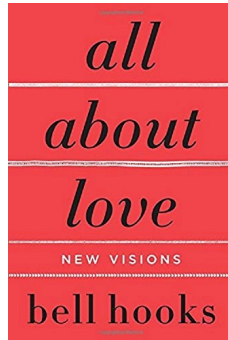
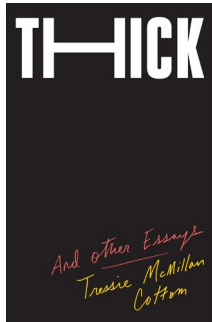




# Resources

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## Books



## Articles

[Black Grief](#)

[Not Just Book Clubs](#)

[White Supremacy Culture](#)

[Better Ally](#)

[Model Minority Stereotype](#)

[What Is Owed](#)



# Contact

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# Self-Care Webinar Series

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Register for the final webinar in the *It's Okay to Not Be Okay* series:

## Part Four: Towards Healing: Community Meditation and Trauma-Conscious Yoga

December 15 @ 12:00 PM CT

Speakers: Nityda Gessel, LCSW, E-RYT, TITY and Alexis "Lexi" Losch, MS.Ed., MA, LPC, NCC

### GUEST SPEAKERS



Alexis "Lexi" Losch, MS.Ed.,  
MA, LPC, NCC



Dr. Komal Chandra, Ph.D.,  
New Jersey Institute  
of Technology



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Nityda Gessel, LCSW,  
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Yoga Institute



Sana A. Meghani, M.Ed.,  
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