



## Libraries Talk about Race Independent Study:

### How to Talk about Race at Work

Instructions: **(Choose one of the following activities and share your response on the discussion board)**

1. Watch a recording [insert link] of the Webinar
2. Do the “Share your experiences” activity. Share your answers to the questions in the group discussion area of the portal. Comment on other’s thoughts.
3. Watch the [“This is No New Pain For Us”](#) video. Share your answers to the questions in the group discussion area of the portal. (Reply to 1 prompt) **See below for prompts**
  - a. What messages are being conveyed to each of the children in this moment?
  - b. What is the message to others observing this interaction?
  - c. In what ways could an observer have been an ally for Joy, her brother and mother?
  - d. Imagine being 8- or 5.5-years old learning that some people won’t like you because of the color of your skin color. What might this do to your perception of who you are and how you move through life? Or about who is safe for you to be around and who is not?
  - e. How have you experienced invalidation, insult, disdain and hatred?
  - f. Discuss the impact one might have as a result of repeatedly experiencing negativity in how people perceive you at every sphere of life?
  - g. What do you imagine it is like (or share how it has been for you) to process feeling hatred toward because of racism juxtaposed against the reality loving white people who you have known to be “family” and friends?
  - h. Joy mentioned no longer being able to visit family friends because they moved to a town that was the seat of the local Klu Klux Klan.

- i. What it be like to be afraid to travel freely for fear of harm or death to you or your family?
  - j. “Despite it being new for some white people, George Floyd is no new pain for us.” What struck you about hearing Joy say this?
  - k. Joy said, “With each death a piece of me dies.” What will you take away from Joy’s experience to inform your understanding of race/racism?
4. Read “[Systemic Inequality and Economic Opportunity](#)”. Share your answers to the questions in the group discussion area of the portal. (Reply 1 prompt) **See below for prompts**
- a. Share your takeaways from reading about the historical exploitation, occupational segregation, and persistent devaluation of workers of color. What was new to you from the readings?
  - b. How have you thought about, defined, understood, described exclusion thus far?
  - c. How does exclusion or systemic racism show up in your organization?
  - d. How might more detailed learning deepen your definition and understanding?
  - e. What further learning do you need and will you commit to doing in order to better understand the thing in the way of our reach for inclusion?
5. Reflect and use what you learned in the Webinar and these activities.