

Objectives

- Gain awareness of the history of race; implicit and explicit bias; and individual, institutional, and structural racism and how it impacts our lives,
- Be able to identify instances of implicit and explicit bias and individual, institutional and structural racism, and
- Be motivated to take action.

Our learning environment

- Take space, make space
- What is said here, stays here; what is learned here, leaves here
- Brave space
- Offer what you can, ask for what you need
- One at a time

Resources

- LMC: <https://www.lmc.org/equity>
- PBS: www.pbs.org/race
- GARE: www.racialequityalliance.org
- Jim Crow of the North: <https://www.youtube.com/watch?v=XWQfDbbQv9E>
- Explicit v. Implicit Bias: <https://www.youtube.com/watch?v=5S7Je6kbGDY>
- Implicit Association Test (IAT): <https://implicit.harvard.edu/implicit/takeatest.html>

Contact Information

Arianna Bloom, Diversity, Equity, and Inclusion Coordinator

PH: 651-281-1226

Email: abloom@lmc.org

Early Experiences with Race

1. How racially diverse was your neighborhood growing up? What message(s) did you get about race from living there?
2. When was the first time you had a teacher of a different race? How often did this occur? When was the first time you had a teacher of the same race? How often did this occur?
3. When / how did you first realize that races were treated differently in society? Who helped you make sense of that difference in treatment, and how did they do so?
4. When did you first work in a community that was racially different from the one you grew up in?

Institutional/Explicit	Institutional/Implicit
Individual/Explicit	Individual Implicit

Action you can take in your job/role: