

Understanding and Combating Racism: Causes, Consequences, and
Antidotes

Montgomery Mosaic - Virtual Anti-Racism Workshop

Saturday July 25th, 2020, Time: 9:00 – 3:00pm

Sandra M. Donnay, Ph.D.

Stop: Let's Talk About It:

Two Part Workshop

Morning (9:00 – 12:00)

- *Why is this happening?*
 - What is racism (overview)?
 - Human origins and “racial” distinctions
 - Why and under what circumstances do humans engage in racism?

- *How does it happen?*
 - How is racism established and maintained?
 - Different types of racism
 - Structural racism (how can we tell the difference between structural and interpersonal racism in workplaces)?
 - Implicit Bias and Microaggressions
 - Stereotypes (positive and negative stereotypes)
 - How do we participate in and maintain it?
 - How do we learn to be prejudiced and enable it?
 - Innate motivations

- *How does racism (covert and overt) impact Blacks*
 - Social, health, mortality, and academic disparities
 - Can disparities be ameliorated (overview)?

- *What can we do about it?*
 - Is racism inevitable?
 - Humans’ desire for equality
 - Becoming aware of and reducing your participation in unintended discrimination practices
 - Can overt racism be eradicated?

Afternoon (1:00 – 3:00)

- How can you become an anti-racist?

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- How do you respond (i.e., what to say) when confronted with the daily common social stereotypes of Blacks? Participants will engage in group exercises
- How can you address structural and unintended discrimination practices in your workplace?
- How can you address other racial inequities?