The Pink Elephant in the Workplace
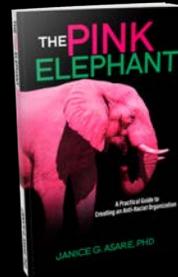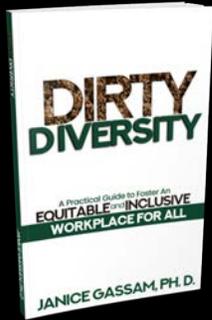
JANICE GASSAM ASARE, PH.D.

Agenda

- Exploring what the pink elephant is

- Examining why it's so hard to talk about race—my experiences within corporate

- Analyzing DEI and anti-racism past to present

- Resolutions for creating overcoming common workplace obstacles that impede progress
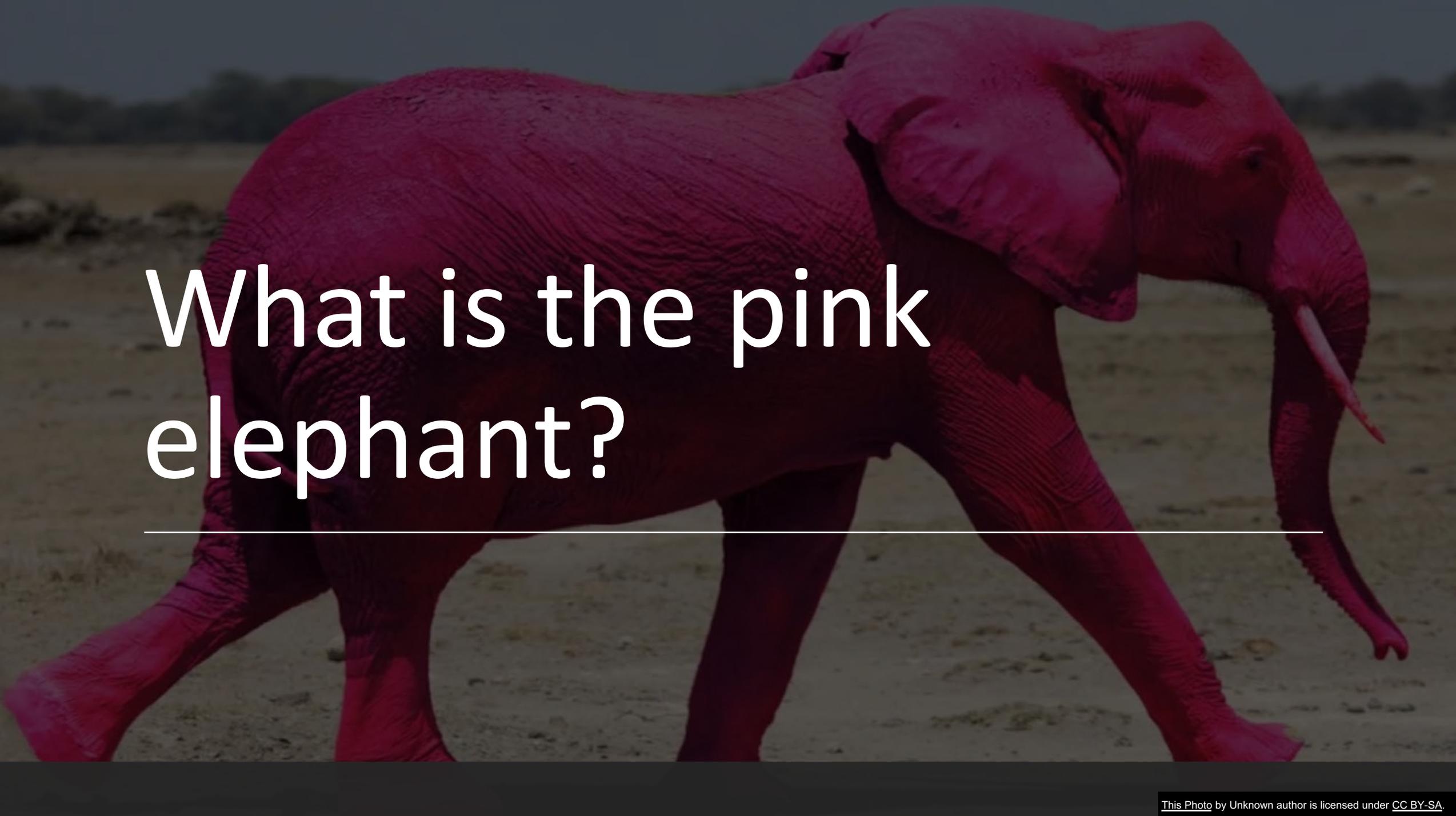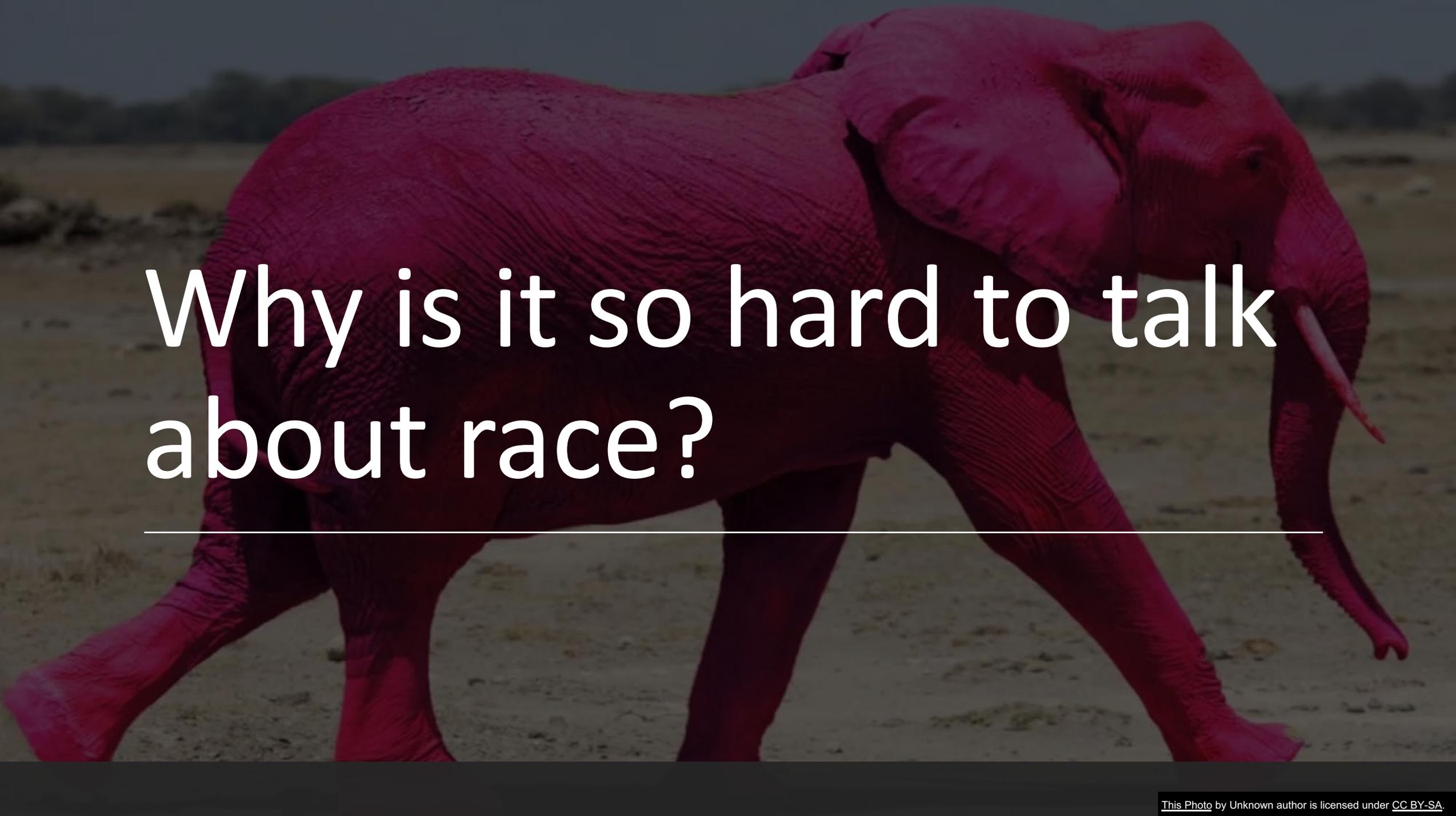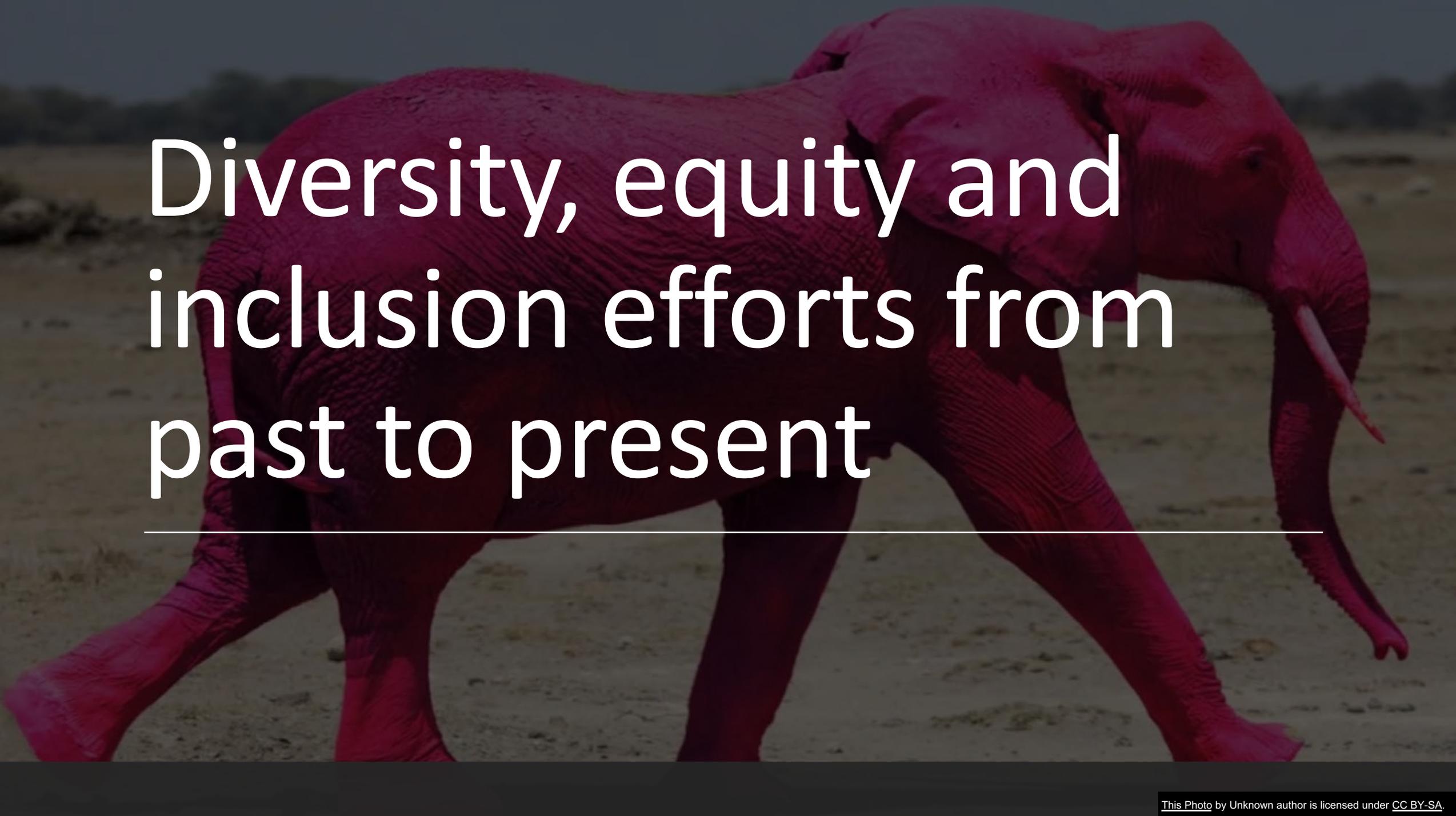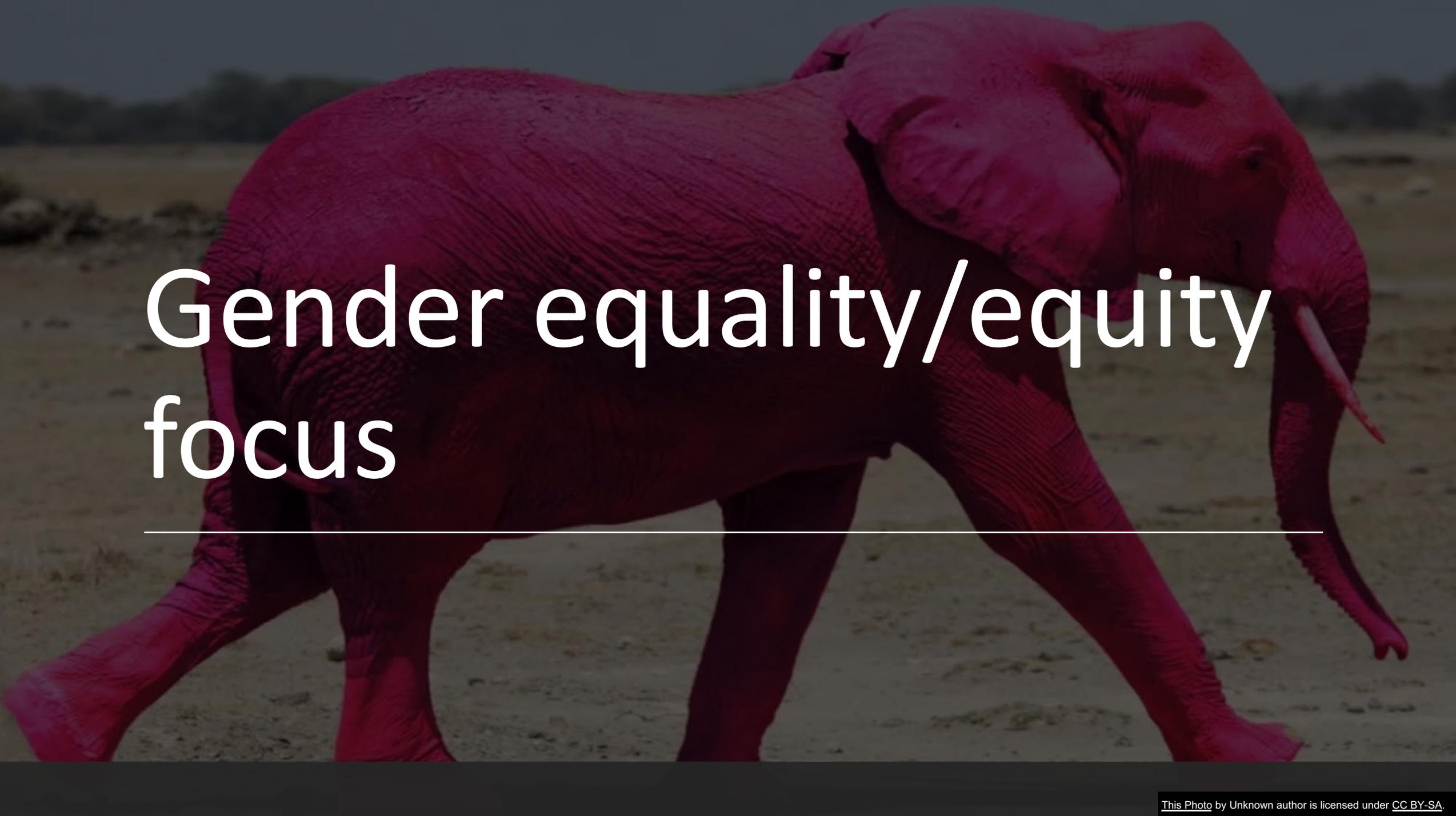
- Questions

Who Am I?

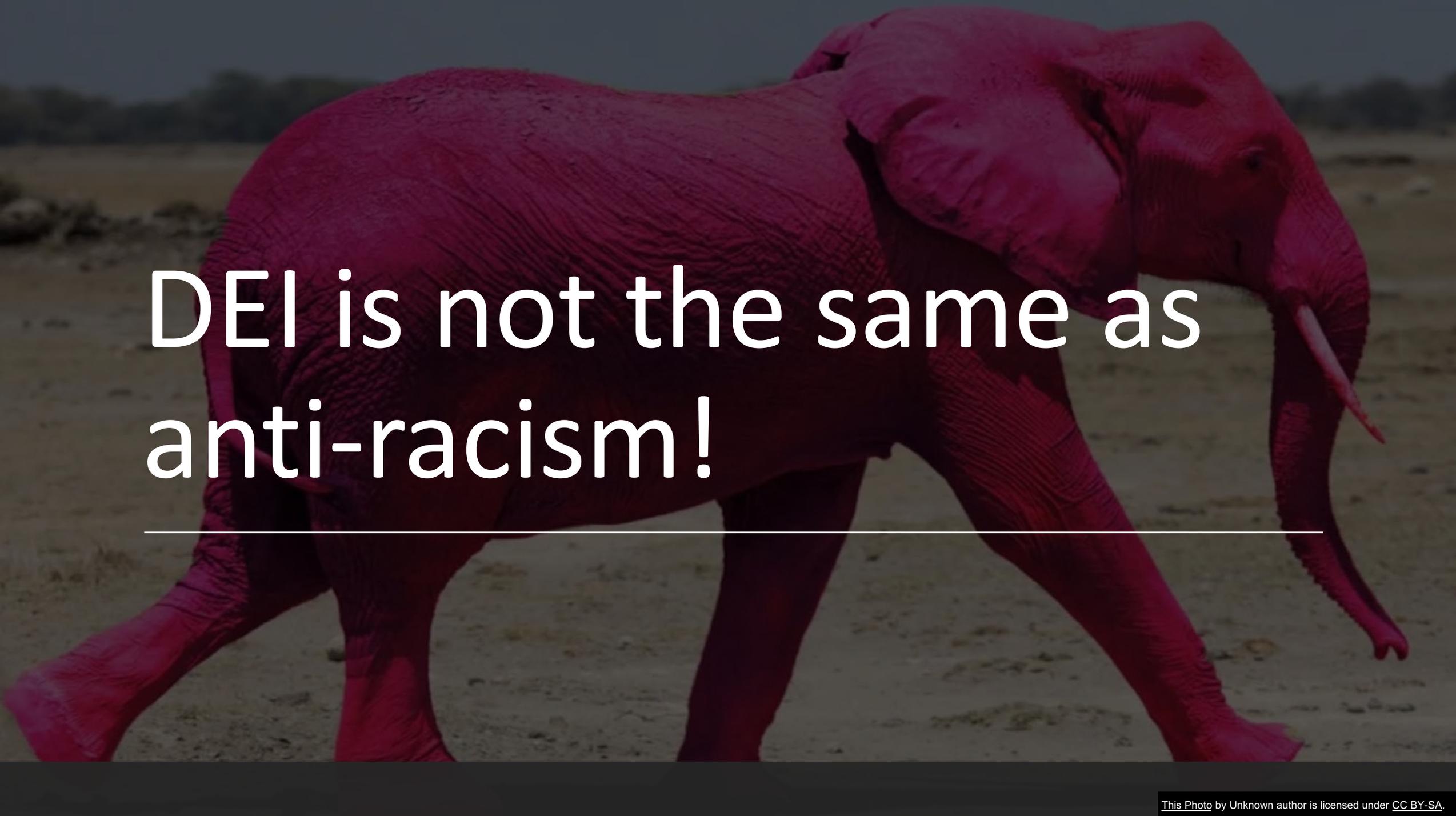# What is the pink elephant?

Why is it so hard to talk about race?

Diversity, equity and inclusion efforts from past to present

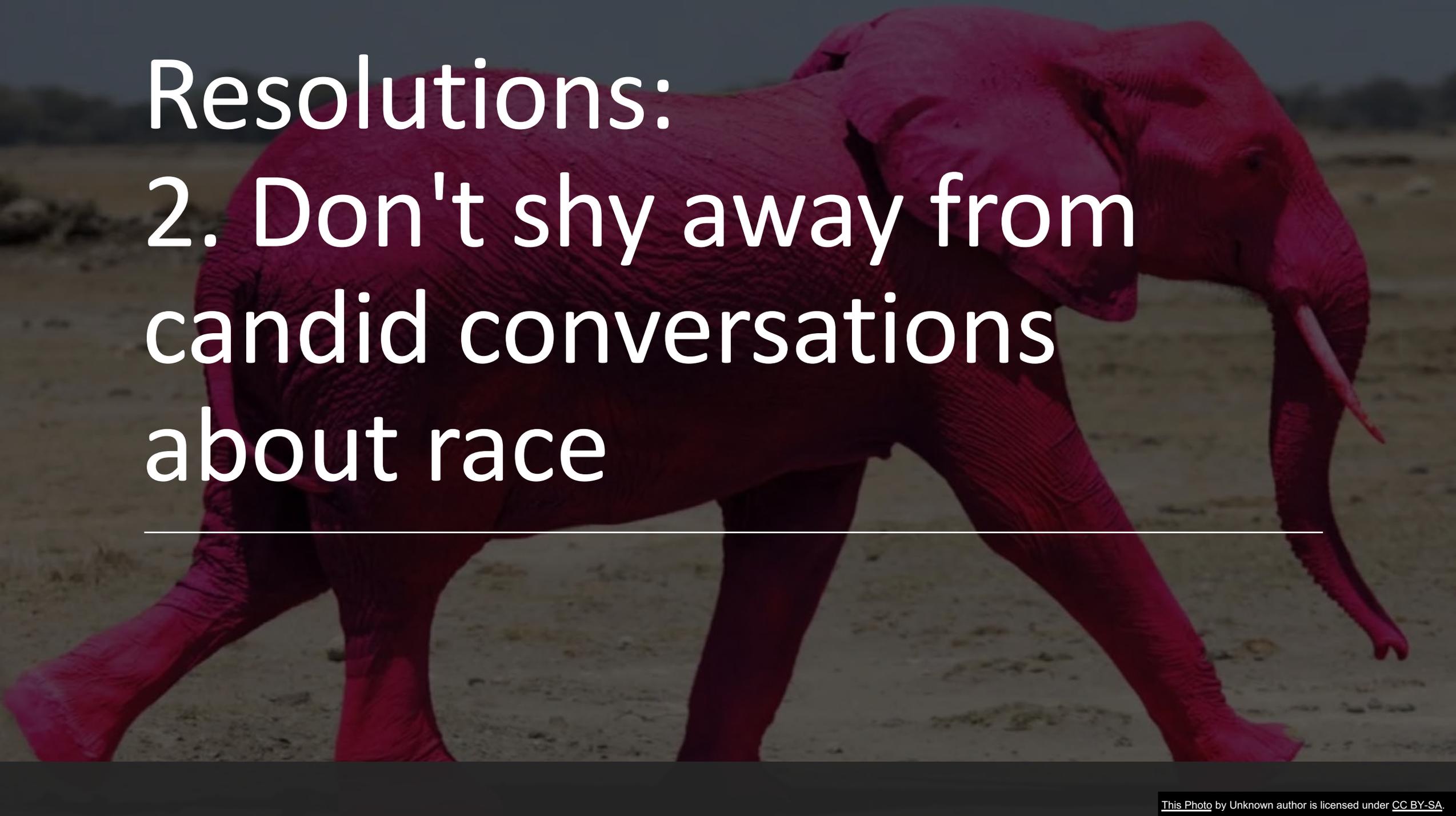# Gender equality/equity focus

DEI is not the same as anti-racism!

Resolutions:
1. Lean on the expertise of BIPOC educators

Resolutions:
2. Don't shy away from candid conversations about race
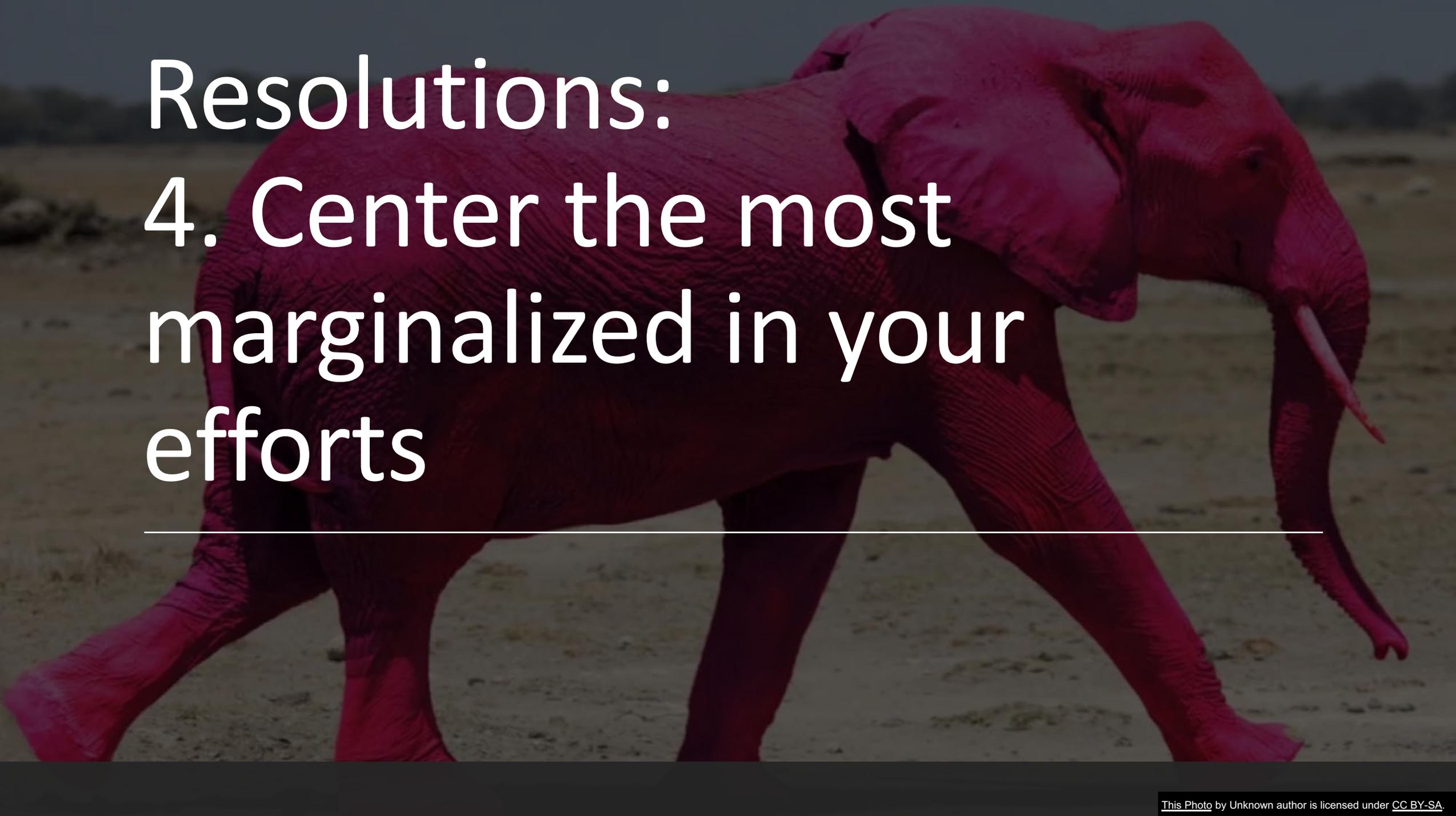
Resolutions:
3. Regular workshops on racial equity

Statement to Consider

"If Black women were free, it would mean that everyone else would have to be free, since our freedom would necessitate the destruction of all systems of oppression."

— THE COMBAHEE RIVER COLLECTIVE STATEMENT

BLACK WOMEN RADICALS

Resolutions:
4. Center the most marginalized in your efforts

Resolutions:
5. Assess leadership on inclusion measures

Resolutions:
6. Leadership Accountability-Zero tolerance policy

Questions?