

A photograph of a pink elephant walking in a savanna landscape. The elephant is the central focus, with its trunk and legs visible. The background shows a dry, open field with some trees in the distance under a clear sky. A dark semi-transparent box is overlaid on the left side of the image, containing the title and author information.

# The Pink Elephant in the Workplace

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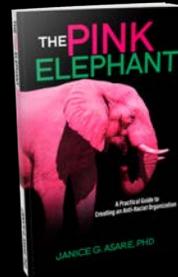
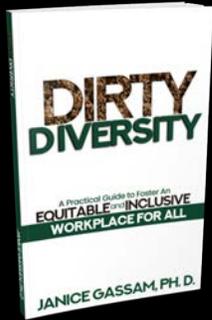
# Agenda

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- 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?

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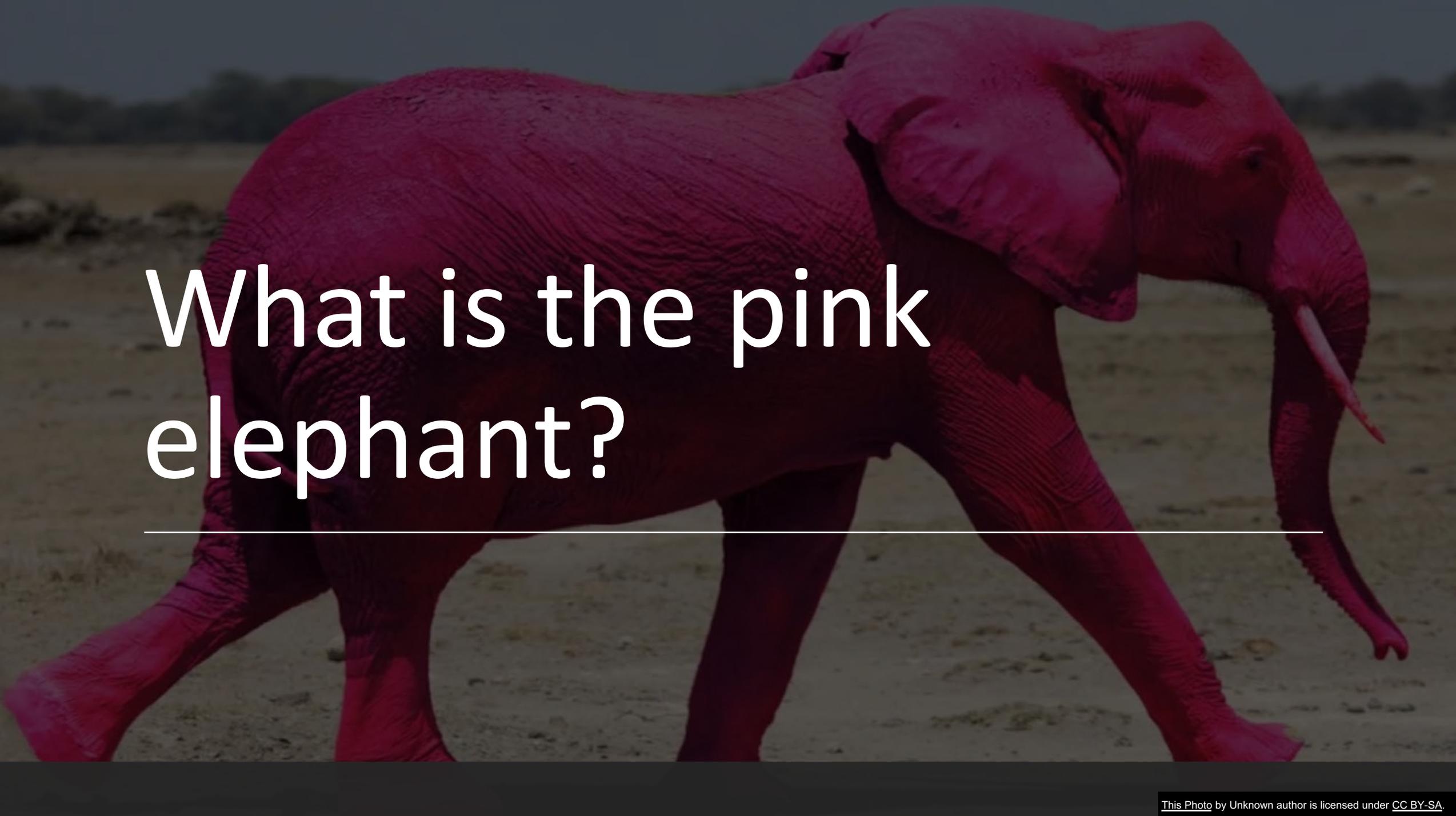


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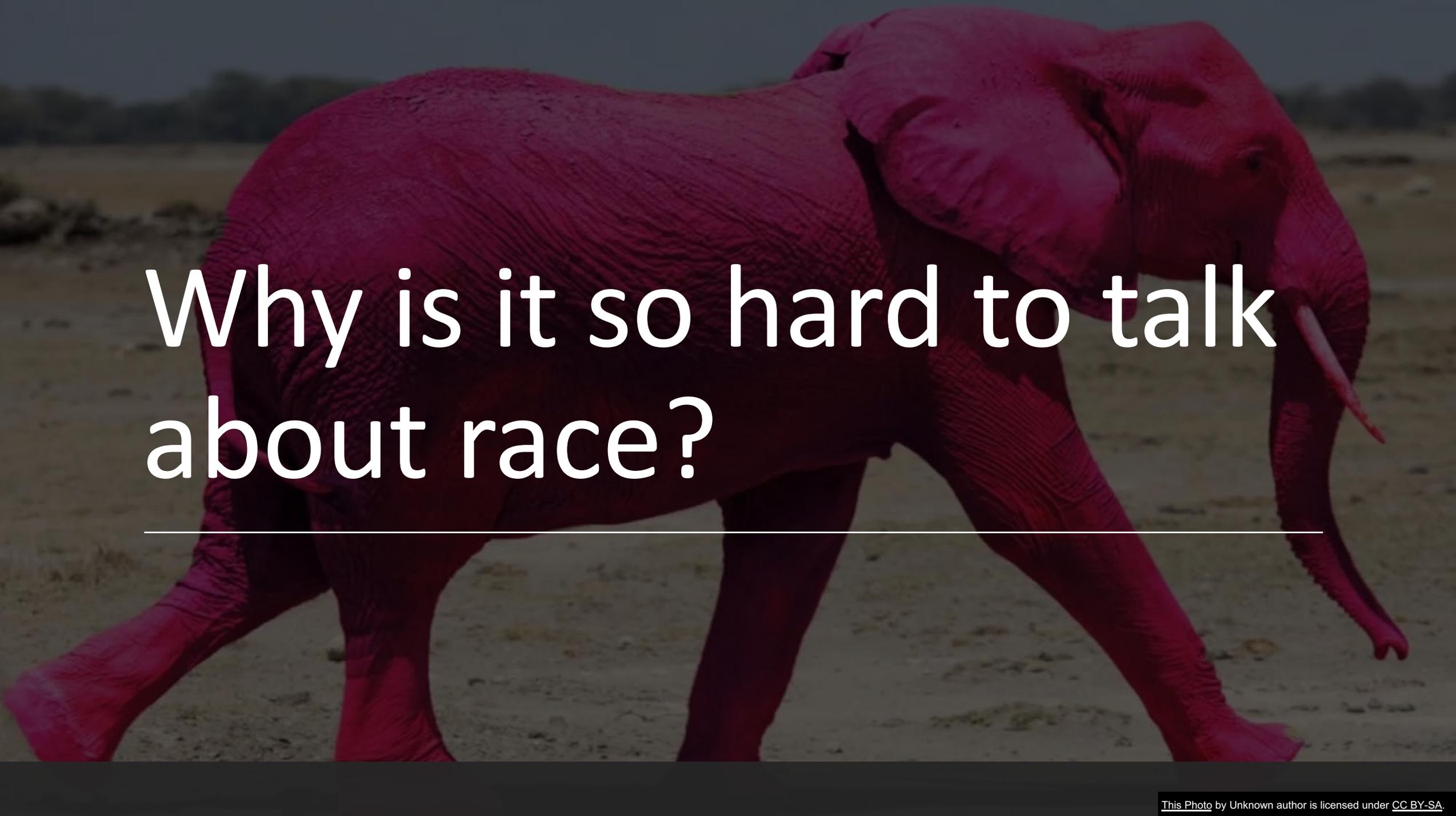
NORDSTROM

Google

A photograph of a pink elephant walking in a savanna. The elephant is the central focus, moving from left to right. The background shows a dry, open landscape with some trees in the distance. The entire image has a semi-transparent dark overlay.

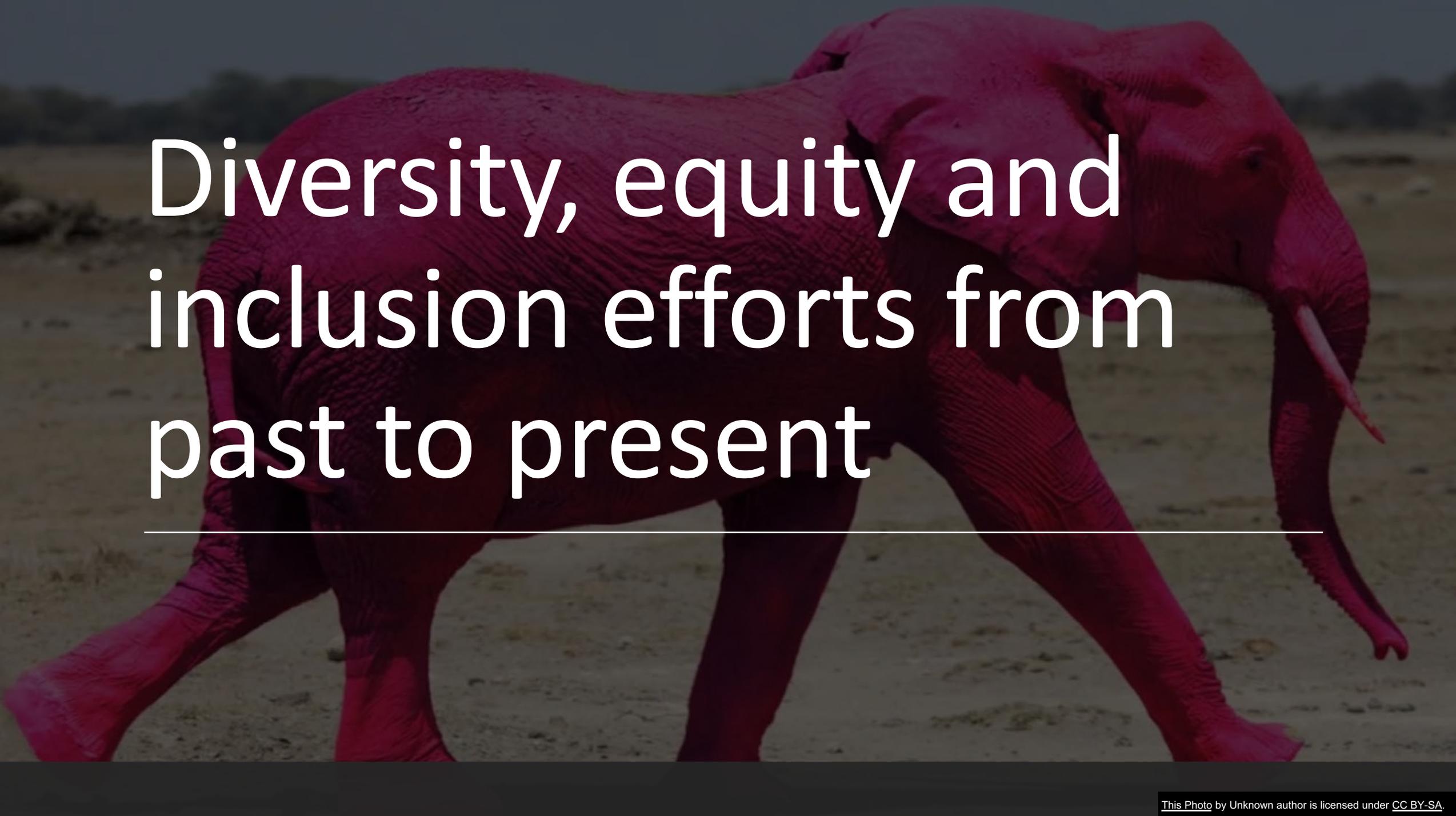
# What is the pink elephant?

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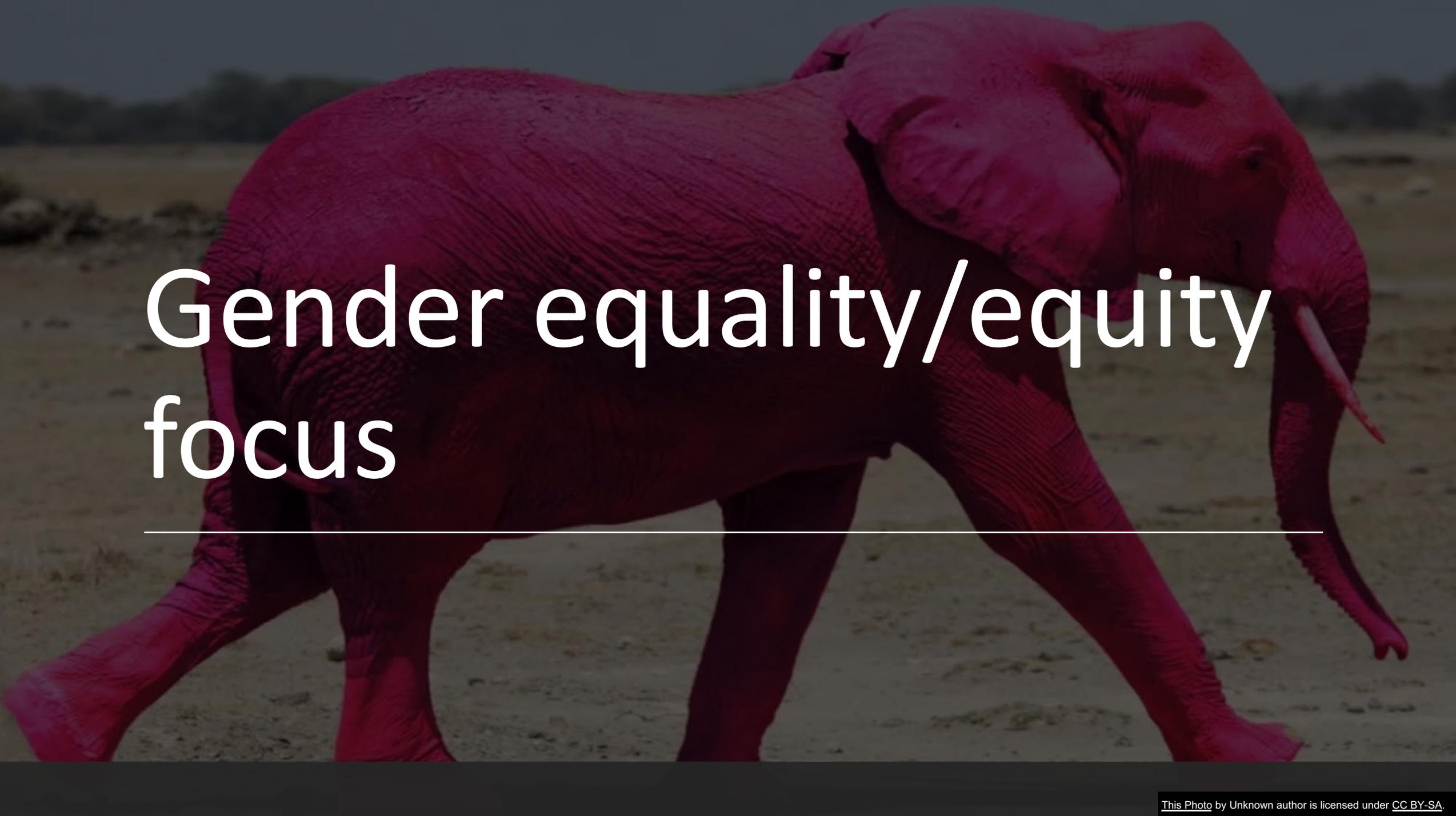
Why is it so hard to talk  
about race?

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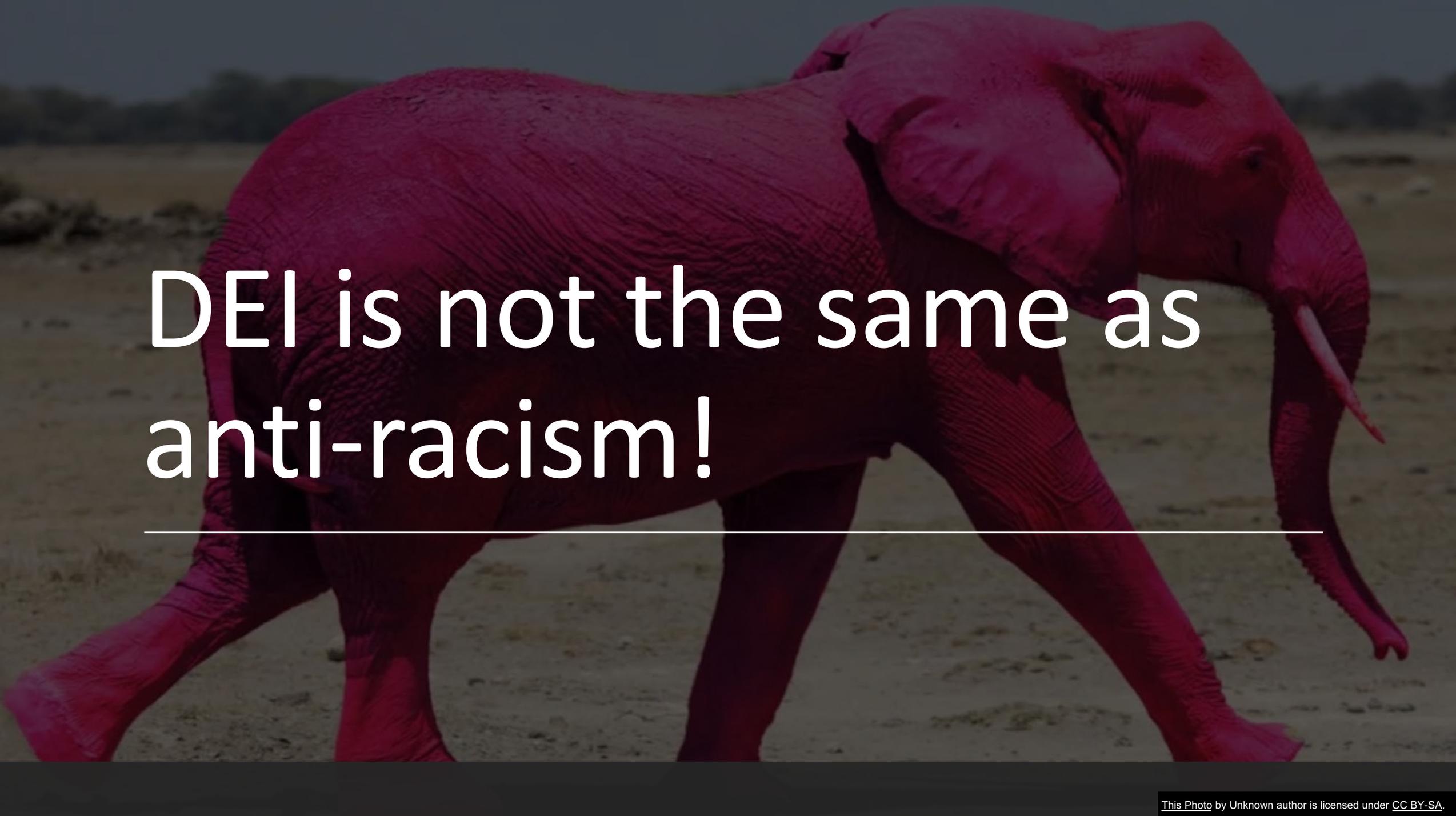
# Diversity, equity and inclusion efforts from past to present

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# Gender equality/equity focus

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DEI is not the same as  
anti-racism!

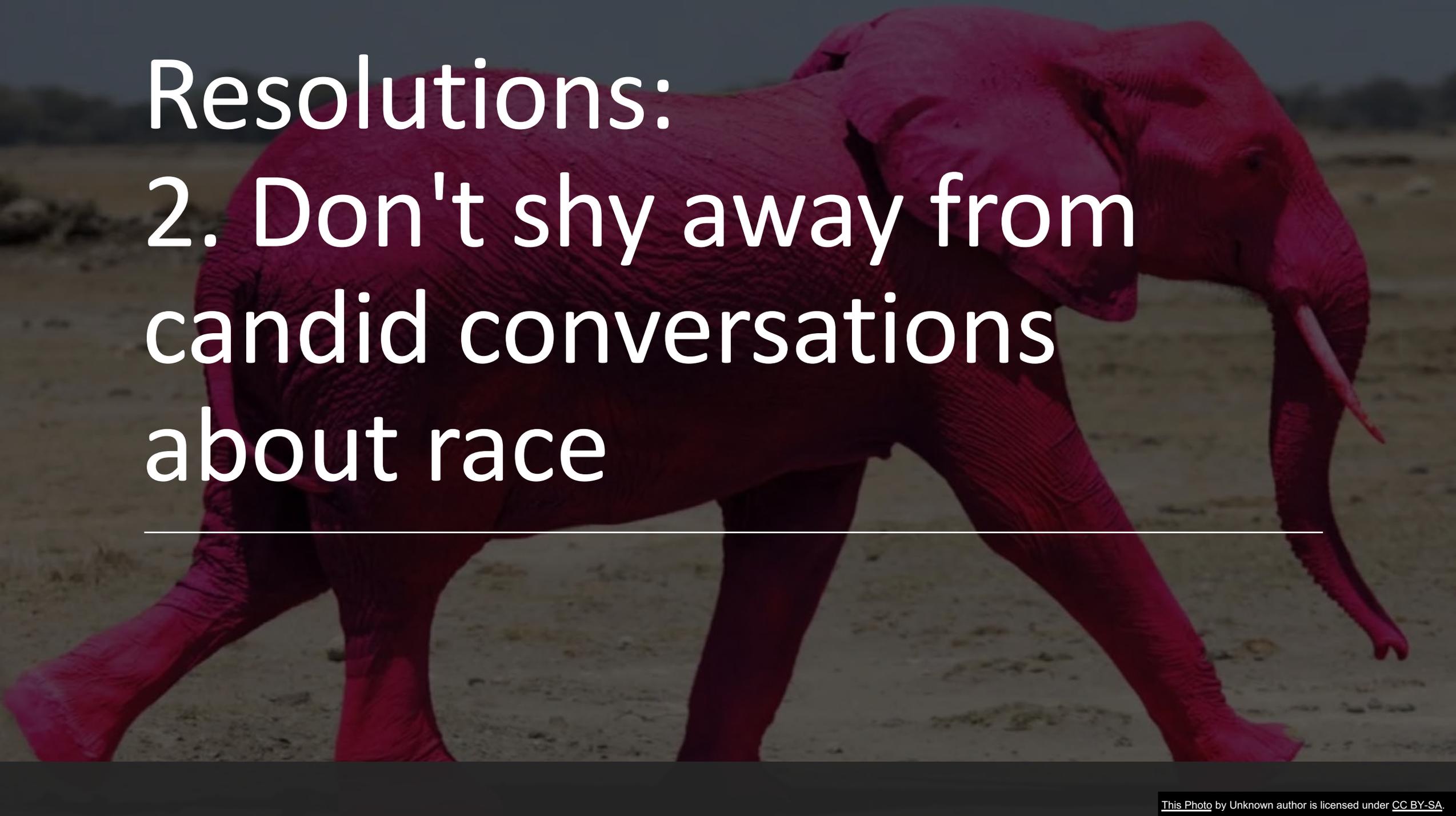
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Resolutions:

1. Lean on the expertise  
of BIPOC educators

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Resolutions:

2. Don't shy away from  
candid conversations  
about race

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# Resolutions:

## 3. Regular workshops on racial equity

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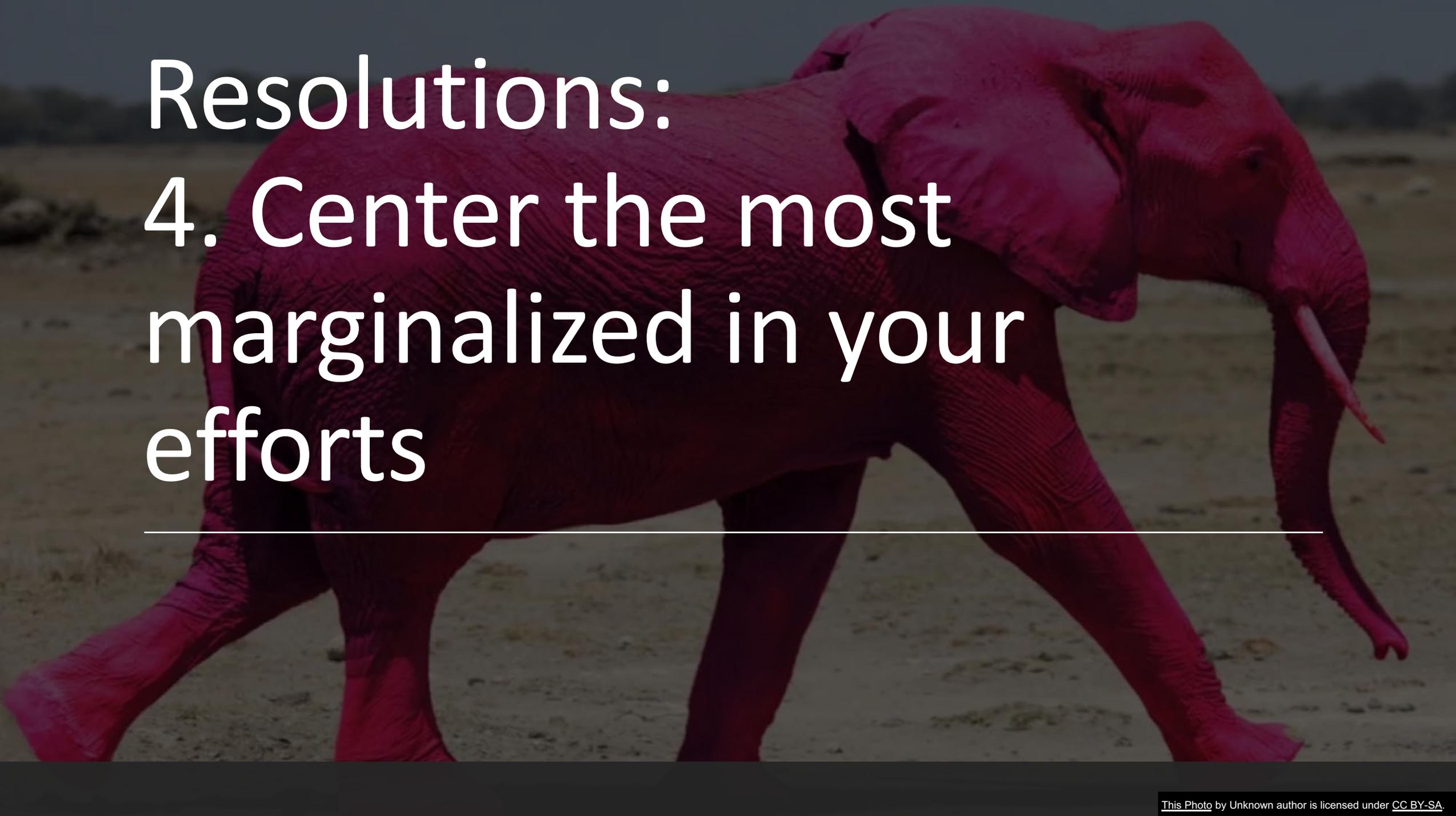
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# Statement to Consider

"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





Resolutions:  
4. Center the most  
marginalized in your  
efforts

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# Resolutions:

## 5. Assess leadership on inclusion measures

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Resolutions:  
6. Leadership  
Accountability-Zero  
tolerance policy

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Questions?

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