



Reverse Racism: The Comic and the Scholar, 2 videos

Video: Aamer Rahman, Saudi-Australian comedian: https://www.youtube.com/watch?v=dw_mRaIHb-M

Video: U.S. scholar, author of, inter alia, Post-traumatic Slave Syndrome.
<https://www.youtube.com/watch?v=GNh4FTYZQ2UI>

If you find yourself asking “what can I do?”

Here is a practical list of what you can do, and some words of wisdom, courtesy of Alethia O’Hara-Stephenson

1. Education. Lots of great books out there that explains the daily lives of people of colour. Michelle Obama book is a success story but within the book you get to see glimpses of her life as a "black person" not just former First Lady. This is an easy read and not too heavy.
2. Google is another great tool.
3. Listen to stories of lived experiences. I have openly shared my fears and experiences which have spurred action and change right here in Dufferin County
4. Challenge the space you are in and seek out different experiences, different perspectives different faces. Reach out to your neighbor and invite them to a conversation....you can't break down barriers if you don't know each other. Be human first... if you need diverse talent post in different groups, LinkedIn is great but consider local newspapers ,cultural groups both online and paper. Participate in cultural events. Go when invited, be curious. Think back to being a child and seek to understand and learn.
5. Speak up and call out biases and Discrimination when you see it. Don't ignore it. Worse don't cringe inwardly and do nothing about it.
6. Be open to feedback. As uncomfortable as it is for a white person, it's just as uncomfortable for a black person or racialized person to have to explain or provide feedback.
7. Participate in further training. Implement mandatory training for employees
8. Watch uncomfortable conversations with a Black man series. Emmanuel Acho, Uncomfortable Conversations with a Black Man <https://www.youtube.com/watch?v=h8jUA7JBkF4>

For organizations! Don't expect Black employees to provide answers....they didn't create the problem.

Employees are exhausted. These events are traumatic.

Be prepared for black employees **not** to speak up because they will likely be 1 of 2 black employees so they may not want to be singled out for fear of any negative repercussions.....further alienation, job loss the list goes on.