






**Desmond Tutu, South
African Anti-
Apartheid Human
Rights Activist**

*"If you are neutral
in situations of
injustice you have
chosen the side of
the oppressor."*

www.ImpactActionNetwork.com

Email: impactactionnetwork@gmail.com

Mobile: (317) 443 - 3238



The Voice of Dr. Mary-Frances Winters

- WATCH: Mary Frances Winters on "Black Fatigue"
- Eradicating the Normalization of Racism
- Compliance vs. Valuing Differences
- Affirmative action hires checking boxes > leveling playing field > qualifications
- Diversity, Equity, Inclusion, Belonging, & Justice DEI(B)J = Belonging
- Myth that systemic racism doesn't exist
- Executive orders = legislation in place to create challenges and or barriers for DEI(B)J education

Solutions

- Name
- Acknowledge
- Create safe spaces
- Listening sessions
- Interrogating structure
- Bridge the Pay Inequity Gap
- Social Empathy

Evidence

- *Data is undisputable “50 years ago we were here now we are here, and we haven’t moved.” Dr. Mary-Frances Winters*
- *Lived & Shared experiences:*
 - *Roughly 17% of Black women compared to 10% of white women and 15 % of white men are starting businesses*
 - *Income-based motives*
 - *Manifestation of dreams & visions into reality*
 - *Racism engrained in systems and institutions serve as challenges and our barriers to people and communities of color breaking the “glass ceiling.”*

Challenges & Barriers

- ❑ The Invisible Labor and Invisible Tax that people and communities of color experience while navigating workplace systems and institutions is fatiguing.
- ❑ The myth that we need to work twice as hard to earn as much as our counterparts is fatiguing.
- ❑ DEIBJ as a checkbox and not a priority is fatiguing.

Community Engagement

- Window of Opportunity theory -- “The Time for CHANGE is NOW!!!”
- Strength is Numbers
- Black Student Affinity Groups
- Black Employee Affinity Groups
- Word of Mouth travels fast in our communities of color

Discussion:

How can allies and people and communities of color engage in community building while navigating divisive systems and institutions?

How can people and communities of color use the value of culture as a strength and not a deficit to create unity and not perpetuate racism in workplace, academic, family, and community settings?

How can allyship play a role in minimizing the fatigue that people and communities of color experience by design while navigating workplace and academic settings, as well as systems and institutions?

Resources

- *The Winters Group, Inc.*
- *The Inclusion Solution LIVE*



Services

- Individual & Group Coaching & Trainings + Speaking Engagements centers students and professionals on how to navigate systemic and institutional racism and oppression, power dynamics and conflict resolution, safely and confidently.
- Contact: Jeri Perkins, MSW, CEO & Founder
 - Email: impactactionnetwork@gmail.com
 - Call: (317) 443 -3238
 - Schedule your free 30-minute consultation!!!