

Becoming an Anti-Racist Leader:

Strategies and Action Steps for a More Inclusive Workplace

Week 1

Philosophy.

We are all on a spectrum of understanding anti-racism.

Guiding Question

What does it mean to be non-racist vs. anti-racist?

What anti-racism is and how this relates to the workplace beyond intellectualization and cosmetic diversity. In this first session, we will lay the foundation for a cohort that promotes openness, vulnerability, growth mindset, and non judgement as we work towards anti-racism.

Philosophy.

Storytelling moves us from “head to heart” in understanding anti-racism.

Guiding Question

How is ‘equity’ (vs. equality) a better model for antiracism?

How does being uninformed about racial caste impact workplace dynamics?

We will use an innovative storytelling model to demonstrate how concepts such as equity, inclusion, anti-racism, and non-racism operate within a workplace context. Participants will be supported in learning to think in more anti-racist, equitable, and inclusive terms.

Philosophy

Anti-racism is an active practice.

Guiding Question

What are some initial action steps I can take to help my organization become more Anti-Racist?

We will introduce examples from an organizational perspective of anti-racist action. This session will cover action items and case studies surrounding recruiting, hiring, and retention as well as benefits and working conditions.

Philosophy.

A better world requires anti-racist leaders, structures, policies, and mindsets.

Guiding Question

How can I continue the work of anti-racism beyond “first steps?”

How will I know if I am succeeding in this work?

We will share further strategies and action steps to continue the work of anti-racism. This last session will allow for a longer Q+A to live dialogue with participants.

About the Facilitators

Torch



Dr. A. Breeze Harper is a leading expert on diversity, equity, and inclusion having spent 15 years as a speaker, trainer, strategic consultant, and author focusing on anti-racism. Breeze has a Ph.D. in the social sciences from U.C. Davis, an M.A. from Harvard, and a B.A. from Dartmouth.

[Learn more](#)



Dr. Keegan Walden is Torch's Co-Founder and COO. He has an extensive background in leadership development and in the measurement of leadership growth over time. Keegan has a Ph.D. and an M.S. in psychology from Northwestern, and a B.A. from Yale.

[Learn more](#)

Our course starts
August 26th at 10:30am PT
Reserve seats for me or
my organization