

# Instilling racial equity at work – self assessment

We encourage everyone to conduct the following self-assessment:

**Task 1:** Consider the following statements and select the one that best

Describes how you feel.

- I would rather not talk about race/racism.
- I am very uncomfortable talking about race/racism.
- I am usually uncomfortable talking about race/racism.
- I am usually comfortable talking about race/racism.
- I am very comfortable talking about race/racism.

**Task 2:** Use this activity to self-reflect.

- The hard part of talking about race/racism is ...
- The beneficial part of talking about race/racism is ...

**Task 3:** After reflecting on your own comfort level, think about how you will stay engaged when the topic of race arises.

- Do you feel ill-prepared to talk about race and racism? Commit to learning more about the issues by studying history, following current events and brushing up on anti-racism work.
- Do you reroute discussions when you sense discomfort in the room? If so, commit to listening to the discussion next time and staying present.
- Do you feel isolated in your discussions about race and racism? If so, commit to identifying a colleague with whom you can discuss.
- Do you worry about your ability to answer questions about race and racism? If so, commit to accepting that you don't have all the answers and embracing the opportunity to learn with your team.