


# EVERYBODY IN. CONVERSATIONS

The intersection of race, sexuality and gender

Office of Equity,  
Inclusion & Diversity

Office of Mayo Clinic  
Experience

 Things to *Know*

 Things to *Do*



## **Breaking Bias requires active individual and communal effort**



Approach your own bias and context with curiosity. *Ask yourself, "What biases or prejudice might I have?"*

Seek to understand the feedback people give you regarding race and racism. *"If it's ok, I'd like to hear more about \_\_\_\_."*

Accept and acknowledge others' information at face value. *"You've experienced racism before, sharing this has been difficult."*

Take responsibility for your learning. *Adopt a mindset of, "I'm responsible for learning about my biases and their impact."*



## **Systemic Racism is an embedded form of racism within a society or an organization**



Discuss, don't blame. *"If it's ok with you, I'd like to hear more about how this has affected you."*

Acknowledge historic lack of recognition of basic humanity. *"A lot of different forces have been working against you..."*

Commit to learn more. *"Where could I go to learn more about systemic racism?"*

Anticipate and rehearse. *Ask yourself, "Where might I encounter racial bias?" and "What can I do to prepare myself to take action?"*

Raise awareness. *"When I stepped back and looked at all the different forces at work, I could see these are real, embedded issues."*



## **Privilege must be acknowledged and understood to curb power imbalance**



Be self-critical. *Assume a mindful presence by noticing that I have certain unearned advantages.*

Change your behavior. *Ask yourself, "How diverse are my friends? My social media feed?"*

Share your experiences. *"My classification as 'male' has granted me \_\_\_\_." "Privilege impacted me by \_\_\_\_."*

Be a role model. *When appropriate, talk with others about privilege and its oppressive effect on certain groups.*



## **Wielding Your Own Power is required for change to occur**



Be ready and vigilant. *Make a plan of action, "The next time I see/hear \_\_\_\_, I will \_\_\_\_."*

Address behaviors and identify the behavior. *"Your comment about my gender wasn't respectful. Please refrain from..."*

Appeal to values and principles. *"While talking about this can be uncomfortable, it's important to living our value of respect."*

Find an ally/be an ally. *Partner with others less familiar to gain broader perspectives.*