

Talking points:

- We must “return the word ‘racist’ back to its proper usage...the only way to undo racism is to constantly identify it and describe it—and then dismantle it. The attempt to turn this usefully descriptive term into an almost unusable slur is, of course, designed to do the opposite: to freeze us into inaction.”
- “Denial is the heartbeat of racism.”
- The opposite of “racist” isn’t “not racist” which allows us to hide behind neutrality and doesn’t take a stance on racism. The opposite is antiracist. One either believes racial problems are rooted in groups of people, as a racist, or locates the roots of racial problems in power and policies, as an antiracist. One either allows racial inequities to persevere, as a racist, or confronts racial inequities, as an antiracist.
- “The good news is that racist and antiracist are not fixed identities. We can be racist one minute and an antiracist the next. What we say about race, what we do about race, in each moment, determines what—not who—we are.”

Questions:

- What are important things to keep in mind as we continue conversations about race in the workplace?
- In your book, you’ve talked about how the racial problem of our society is not in people. It’s in policy and power. Talk to us about the importance of civic engagement in fighting for racial justice.
- The way to dismantle racism is to dismantle racist policies that promote inequality. What can employees, at any level, do to dismantle policy at their own company?
- In the book you say that to be antiracist, one must stand against all forms of bigotry. Why is standing against other bigotries so essential to standing against racism?
- How can we reshape thinking around hiring practices to be actively antiracist?
- Why is hope so central to the antiracist movement?
- You recently published *Antiracist Baby*, why is it important to speak to children about antiracism?