



# Racism, Sexism & Ageism

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# Deliberately Put Yourself In Situations That Promote Cross-Cultural Relationships...

- ▶ Multi-racial (Native American, African-American, Asian-American, European-American)
- ▶ Intergenerational
- ▶ Male & female
- ▶ Straight & gay
- ▶ People born in the U.S. & immigrants
- ▶ People of religions other than your own & people who are non-religious
- ▶ Able-bodied & physically challenged

# My Recommendations to Combat Ageism & Sexism

- ▶ Talk through differences of perspectives with candor & without judgment of blame
- ▶ Without judgment, accusation or blame, tell people what you need from them rather than assuming they “should know.”
- ▶ Pay Attention to your words & language
- ▶ Avoid comments that encourage sexism, even as a joke

# My Recommendations to Combat Racism

## ▶ **If you are a person of color**

- ▶ Remember that you are in charge of your life
- ▶ Don't disparage another racial group

## ▶ **If you are white**

- ▶ Don't leave it up to people of color to confront racism
- ▶ Listen to experiences people have with racism
- ▶ Speak up, especially with other white people
- ▶ It's not necessary to always reiterate that you're not a racist—Racism is about a larger issue called "structural racism,"
- ▶ Don't treat POC as your personal Google

# My Recommendations About Racism

- ▶ Seek opportunities to give visibility to the work of POC up front rather than as an after thought
- ▶ Volunteer at organizations that support POC
- ▶ Offer space for meetings
- ▶ Don't treat people of color like your personal *Racial Google*
- ▶ Speak up whenever you witness a racist situation
- ▶ Don't expect to be rewarded for not being racist. It's not exceptional, it's an obligation.



# Thank you!

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