

**Purpose:** To create a space for dialogue, learning and critical self-reflection as a way to become better allies for the BLM movement.

**Why:** As I and many others have realized by now, we have a lot of work to do towards becoming better allies. True change comes from addressing what we can immediately control—ourselves—by gaining understanding, then honing it into a point of view, then taking action. So instead of trying to do all of this in isolation, let's join up and move forward together.

**Format:** A series of discussions over the next three months, each focused on different pieces of content on race in America (i.e. books or films from the attached list), that participants will have read/watched in advance. The discussions will be exactly that – not presentations from the moderators but a forum to share what you learned from the readings/films, how you're growing, or pose any questions you have about the content.

**Participation:** Team members can choose to join as many or as few sessions as they want as each session will be on a separate topic, however as topics will build on one another, there will be greater value in attending as many as possible. Sessions will be an hour long.

**Ground Rules:**

- **Focus on yourself.** This is not a time to point fingers at others, generalize or stereotype groups of people you don't belong to, or make attacks. It's about examining yourself and the context you grew up in to see where you might have blind spots or knowledge gaps, and seeking to correct those.
- **What is said in the group is for the group.** Don't leave and gossip about something you thought sounded ridiculous. That breaks trust and makes others less likely to open up. If you find something someone shared problematic, directly address it within the group or, separately with that person if you're comfortable.
- **Be humble and open to change.** This is about journeying towards better allyship, so be ready to hear things that might feel uncomfortable or challenge your worldview.

**Content Schedule:**

Thursdays from 12-1pm

Date	Read	Watch
6/25	White Fragility: Why It's So Hard for White People to Talk About Racism	Explained: The Racial Wealth Gap
7/16	Why Are All the Black Kids Sitting Together in the Cafeteria?	When They See Us series
8/6	The New Jim Crow: Mass Incarceration in the Age of Colorblindness	The 13th
8/27	How to Be An Anti-Racist	LA 92