



Anti- Racism Let's Start the Conversation

As someone who is actively trying to understand white privilege, while learning how to address anti-racism in the workplace, I am on my own journey along the anti-racism continuum. I know that we are all unique human beings. Our life experiences shape our values and perspectives. We've all struggled to overcome challenges in life. We've experienced heartbreak and joy, success and failure, happiness and despair. But not everyone has experienced racism.

To start a conversation about race, the collective "we" need to open our hearts and minds. We need to truly listen to truly hear. We need to have the courage to understand privilege and explore how to use that privilege to lift others up.

I personally can't understand hatred and racism on a global scale. It's terrifying and gives me nightmares. Sadly, racism and racial inequality are part of our daily lives. Systemic racism is real. CHP has taken the bold move to be a part of the solution. We will no longer sit back and look at the problem, we are responding. We are taking action to invest in our team and make an impact on the people within our company. The Anti-Racism Team is determined that these efforts will begin to make a change, not only in our organization but throughout the community that we serve.

Creating a truly anti-racist workplace means more than simply acknowledging systemic racism and our own unconscious biases; it means actively working to stamp out racist thinking and behavior. This includes getting educated on what it means to be an ally, speaking out against racist practices, and recognizing that anti-racism is an ongoing struggle, a lifelong project for each of us.

Weekly Resources



Jennifer Outlaw, [The Office Door](#)

Peggy McIntosh, [White Privilege: Unpacking the Invisible Backpack](#)



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