

# Combating Racism & Social Stigma



# Complexity of Race



- Race originally used to identify lineage with similar characteristics (Blaine & Brenchley, 2020)
- Racial categories are social constructs influenced by various factors (Gans, 2005)
- Now, race has become a way to distinguish between external appearances (Blaine & Brenchley, 2020)
- Stereotypes often serve as simplified explanations for perceived differences between racial groups,

# Racism & Social Stigma



- Racism is a hierarchical system based on race (Blaine & Brenchley, 2020)
- Social stigmas are born from negative stereotypes assigned to certain racial groups (Blaine & Brenchley, 2020)
- Presents a virtual identity that can be absorb by the stigmatized (Blaine & Brenchley, 2020; TEDx Talks, 2011)
- Leads to reduced opportunities, fewer cognitive resources, and increased vulnerability and stress (Blaine & Brenchley, 2020; Frost & LeBlanc, 2023)





# Conversations about Race & Racism →



- Often fueled by implicit bias and unconscious stereotypes (Giordano, 2019)
  - Perpetuates social stigma by reinforcing stereotypes
  - Marginalized people are often asked to assimilate to make it comfortable for the dominant race to contribute (Jacobs, 2022; Giordano, 2019)
  - Alienation prohibits constructive dialogue and prevents progress on race-related issues
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# Social Stigma & Alienation →

- Actual Identity versus Virtual Identity
- Stigma by Association
- Concealing and Isolation
- Emotional Distress

(Blaine & Brenchley, 2020)



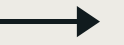


# Race Conversations in the Workplace →



- Social stigma around discussing race (De Witte, 2021)
- Open and honest conversations
  - Requires active listening
- Inclusive and respectful environment
- Can enhance employee morale

# Creating a Safe Space



- Leading with empathy
- Listen without judgment
- Be transparent in your communication
- Encourage active listening
- Set ground rules

(SHRM Online Staff, 2022)





# Training & Education



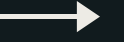
- Training programs can increase awareness and understanding
- Modules can include unconscious bias, microaggressions, and cultural sensitivity
- Practical application (CDC, 2023)
- Continuous education (Thompson, 2021).



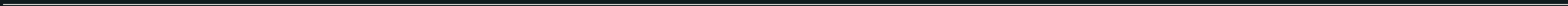
# Embracing Diversity & Inclusion →

- Leadership must be committed to diversity and inclusion (Hirsch, 2021).
- Policies and procedures must be established that explicitly address racial bias and ensure a culture of accountability
- Race-related discussions can foster a culture of inclusivity





Thank You





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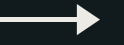
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# Combating Racism & Social Stigma

E. Veal | 18 June 2023 | ORG 7701

01

Hello, I am Erica Veal, and today, we will explore the complex topics of race and racism within a will discuss the biological meaning of race and why there is little agreement on racial categorie: how stereotypes replace the differences between various racial and ethnic groups.

# Complexity of Race



- Race originally used to identify lineage with similar characteristics (Blaine & Brenchley, 2020)
- Racial categories are social constructs influenced by various factors (Gans, 2005)
- Now, race has become a way to distinguish between external appearances (Blaine & Brenchley, 2020)
- Stereotypes often serve as simplified explanations for perceived differences between racial groups.

The concept of race is complex and debated among scholars. Racial categories are social constructs across different societies and historical periods (Blaine & Brenchley, 2020; Gans, 2005). Cultural and political factors influence them. However, race has no biological basis (Blaine & Brenchley, 2020). Studies have found that there is more genetic variation within racial groups than between them.



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Racism creates a hierarchy where marginalized groups are inferior to certain racial groups (Blaine & Racism, in turn, can create social stigma by assigning negative stereotypes to certain racial groups (F 2020). Those who are stigmatized develop an identity that differs from the virtual identity created b Virtual identities tend to represent a more negative view of a person because it is based on their im circumstances and does not account for the individual's character (Blaine & Brencley, 2020). Social lead to reduced opportunities, fewer cognitive resources, and increased vulnerability and stress (Blai 2020; Frost & LeBlanc, 2023)

## Conversations about Race & Racism →



- Often fueled by implicit bias and unconscious stereotypes (Giordano, 2019)
- Perpetuates social stigma by reinforcing stereotypes
- Marginalized people are often asked to assimilate to make it comfortable for the dominant race to contribute (Jacobs, 2022; Giordano, 2019)
- Alienation prohibits constructive dialogue and prevents progress on race-related issues

Implicit bias influence how people perceive and interact with others. Acknowledging these biases is productive discussions because conversations are often fueled by these biases and unconscious stereotypes (Giordano, 2019). Conversations with unaddressed racial bias can perpetuate social stigma by reinforcing stereotypes. These conversations, ensure they start from a place of equality. Often, people of color are required to conform to cultural norms of white people (Jacobs, 2022; Giordano, 2019). This can cause marginalized people to feel alienated, which prohibits constructive dialogue and prevents progress on race-related issues.

# Social Stigma & Alienation →

- Actual Identity versus Virtual Identity
- Stigma by Association
- Concealing and Isolation
- Emotional Distress

(Blaine & Brenchley, 2012/0)



As previously mentioned, we create an ideal of ourselves, an actual identity, and then one that virtual identity (Blaine & Brenchley, 2020). Every person that interacts with you has their own v you. This identity mismatch occurs when an individual's self-perceived identity does not align w expectations or stereotypes. It can lead to social stigma and alienation. Marginalized people ar who can be stigmatized. Research has shown that association can stigmatize individuals (Blaine Social stigmas can lead people to conceal identifying stigmas such as sexual orientation or neur However, this may make people feel like they are lying to themselves, which can cause emotior



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White people may feel reluctant to discuss race due to social stigma--not wanting to come across as racist (Witte, 2021). When conversing with people of color about race, it is vital to consider that their experiences of oppression (Webmaster, 2019). The goal is to understand the system of oppression rather than evaluate the individual's personal narrative (Webmaster, 2019). This listening in an open and honest forum. Creating an inclusive and respectful environment can counter dismissive reactions--giving the participants in the conversation an opportunity to grow and un-

# Creating a Safe Space



- Leading with empathy
- Listen without judgment
- Be transparent in your communication
- Encourage active listening
- Set ground rules

(SHRM Online Staff, 2022)



While there is not a single way to create a safe space, some attributes help to begin the process. First must be led with empathy (SHRM Online Staff, 2022). This sets the foundation where employees can thoughts, concerns, and experiences. Stress the importance of active listening without judgment and (SHRM Online Staff, 2022). Lastly, when discussing race in the workplace, ensure ground rules are in place to promote respectful dialogue.

# Training & Education



- Training programs can increase awareness and understanding
- Modules can include unconscious bias, microaggressions, and cultural sensitivity
- Practical application (CDC, 2023)
- Continuous education (Thompson, 2021).

Training programs allow all employees to increase their awareness and understanding of racism provided a collective understanding and shared language that is the basis for a fundamental un (Thompson, 2021). Thompson (2021) revealed two types of training: targeted and ongoing. As targeted training provided opportunities to align language and awareness. Such targeted training unconscious bias, microaggressions, and cultural sensitivity. Ongoing training enables individual awareness. However, training without application is just information (CDC, 2023).



## Embracing Diversity & Inclusion →

- Leadership must be committed to diversity and inclusion (Hirsch, 2021).
- Policies and procedures must be established that explicitly address racial bias and ensure a culture of accountability
- Race-related discussions can foster a culture of inclusivity



Leadership is central to the adoption of diversity within the organization. Their commitment to and inclusion initiatives to the organizational goals sets the precedence for future organizations (2021). Policies and procedures should be created to explicitly address racism, racial bias, and a accountability. There should be a reporting mechanism and disciplinary actions for violating code. Overall, race-related discussions can foster a culture of inclusivity (De Witte, 2021).



Thank you. I hope this presentation has brought some insight into the importance of confronting workplace. We have looked the biological definition of race, how it breeds social stigma, and the dialogues. By establish a safe environment, we can empower all employees to embrace open communication, encourage empathy, and put inclusive practices into practice. Let us commit to ongoing educational accountability measures to ensure the organization becomes a beacon of inclusivity and a catalyst for change. Together, we can create a future where everyone feels valued, heard, and respected, regardless of race or background.

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