
5 things to know...

A conversation about race

Initiating a dialogue about racism can be challenging. Here are five suggestions of how you can kick off your team meeting – your choice!

1. **My life in pictures.** Using 6-8 images, the employee or leader tells the story of how he/she got to where he/she is today, family, obstacles faced (e.g., racial bias) and breakthroughs. **(15 min)**
2. **Panel or fireside chat.** This panel or fireside chat of 1-4 people, plus a moderator is a great way to get to know the panelists. Panelists can provide a mix of varied answers to questions such as the ones below. **(30 to 60 min)**
 - Why is acknowledging the deadly attacks on George Floyd, Ahmaud Arbery and Breonna Taylor along with the Christian Cooper birding incident so important?
 - What was your initial reaction to these events?
 - Talk about your experience in the workplace. What are some things that you've experienced that some of your colleagues may not have experienced?
 - How have you spoken to your family about these events?
 - When were you first aware of your race?
 - What childhood experiences did you have with friends or adults who were different from you in some way?
 - How, if ever, did any adult give you help thinking about racial differences?
 - How do we make this moment a turning point for real change? And where does it start?
3. **“Dear...”** Ask employees who want to share their voice to write letters and read them out loud to express how they feel about social injustice and what they hope for the future. **(30 to 60 min)**
4. **Knowledge roundtable.** Read, listen or watch one of the following as a team and then have a conversation. **(30 to 60 min)**
 - [Go further than being an ally, be an accomplice for change](#)
 - [New York Times: Corporate America has Failed Black America](#)
 - [Verizon supports criminal justice reform](#)
 - [A Collection of TED Talks on Race](#)
 - [Uncomfortable Conversations with a Black Man](#)
 - [60 Minutes: Why George Floyd's Killing is a Tipping Point and How American can move forward](#)
5. **Take action together.** Sign up as a team for a [virtual volunteer opportunity](#), including our virtual justice walk.

More resources.

- [How to start a conversation on race toolkit](#)
- [National Urban League](#)
- [NAACP Legal Defense Fund](#)
- [5 things to know on VZWeb](#)