

THIS IS A TEST.
TESTING THE CAPTIONING PLATFORM.
THIS IS A TEST.
TESTING THE CAPTIONING FOR THE
LMH FOUNDATION MEETING.
THIS IS A TEST.
THIS IS A TEST.
TESTING THE CLOSED CAPTIONING
FOR THE LMH HEALTH FOUNDATION
MEETING.
PLEASE STAND BY.
THIS IS A CAPTIONING TEST.
>> Johnson: ERICA, THAT WAS A
GOOD DISCUSSION TODAY ON OUR
HEALTH EQUITY.
IT'S SO FUN TO TALK ABOUT OUR
DOLLARS.
THAT'S A FUN SUBJECT.
>> Amy: WE'RE WELCOMING PEOPLE
IN AT THIS POINT.
WE HAVE 60 ATTENDEES SO FAR.
>> Smith: WE'LL HAVE A COUPLE
MORE MINUTES AS PEOPLE FILE IN
VIRTUALLY.
AMY, WILL YOU GIVE US A HEADS-UP
WHEN WE'RE READY TO GO, OR
THUMBS UP?
>> Amy: I THINK WE CAN GO AHEAD
AND GET STARTED.
PEOPLE ARE STILL FILING IN,
BUT --
>> Smith: GREAT.
THANK YOU VERY MUCH, AMY.
THANK YOU SO MUCH FOR JOINING US
HERE TONIGHT.
MY NAME IS REBECCA SMITH AND I
HAVE THE PLEASURE OF BEING OF
EXECUTIVE DIRECTOR FOR THE LMH
HEALTH FOUNDATION.
I AM SO THRILLED TO WELCOME YOU
HERE ON BEHALF OF THE BOARD OF
DIRECTORS FOR THE FOUNDATION AND
ALSO OUR LMH HEALTH VOLUNTEERS.
WE HAVE ABOUT 250 PEOPLE JOINING
US THIS EVENING.
WE HAVE MEMBERS OF OUR
FOUNDATION BOARD.
WE HAVE MEMBERS OF OUR
FOUNDATION PEOPLE, OF COURSE, A
NUMBER OF DONORS AND COMMUNITY
PARTNERS.
OUR LMH HEALTH VOLUNTEERS AND,
OF COURSE, WE HAVE OUR TRUSTEES
FROM THE HOSPITAL BOARD AS WELL

AS MANY PHYSICIANS.

WE'RE ALSO JOINED BY COMMUNITY LEADERS INCLUDE MAYOR AND CITY COMMISSIONERS.

A NUMBER OF OUR WONDERFUL NONPROFIT PARTNERS AND COMMUNITY MEMBERS AS WELL.

SO WE'RE VERY GRATEFUL TO WELCOME YOU HERE TONIGHT FOR THIS IMPORTANT EVENT.

LAST MONTH, THE COUNTY BOARD OF PUBLIC HEALTH ANNOUNCED THAT RACISM IS A PUBLIC HEALTH CRISIS AND IN LIGHT OF THE DISPROPORTIONATE EFFECTS WE SEE -- COVID-19 HAVING NOT ONLY IN OUR COUNTY, BUT ACROSS THE COUNTRY FOR PATIENTS OF COLOR.

THIS EVENING WE WELCOME VERDELL TAYLOR FOR OUR KEYNOTE, WE WELCOME THE OPPORTUNITY TO DISCUSS.

BEFORE I MAKE A FEW INTRODUCTIONS, I WANT TO OFFER A FEW HOUSEKEEPING ITEMS.

FIRST, CLOSED CAPTIONING IS AVAILABLE FOR THIS WEBINAR THANKS TO CAPTION ASSOCIATES LLC.

OUR SINCERE THANKS TO ANNE SCHULMAN FOR HER GENERAL US WILL GIFT TO ENSURE THAT -- GENEROUS GIFT TO ENSURE THAT ALL CAN PARTICIPATE IN THIS CONVERSATION.

SECOND, WE'LL HAVE A FEW MOMENTS FOR QUESTIONS AT THE END.

YOU'LL BE ABLE TO ENTER QUESTIONS FOR VERDELL IN THE Q&A BUTTON AT THE BOTTOM OF THE ZOOM WINDOW AND IF WE CAN'T GET TO ALL THE QUESTION, WE'LL FOLLOW UP VIA EMAIL, SO DON'T HESITATE TO SEND THEM IN.

AT THIS POINT, IT'S MY PLEASURE TO INTRODUCE RUSS JOHNSON, LMH HEALTH PRESIDENT AND CEO FOR WELCOMING REMARKS.

>> Johnson: THANK YOU, ERICA, AND THANK YOU ALMOST 100 PEOPLE SO FAR WHO JOINED US FOR THIS REALLY IMPORTANT AND AS ERICA SAID, TIMELY CONVERSATION.

MANY OF YOU MAY KNOW THAT OUR HOSPITAL WAS STARTED 100 YEARS AGO ON THE VERY IDEA OF HEALTH EQUITY, AND THE NOTION THAT HEALTHCARE IS SOMETHING THAT SHOULD BE INVISIBLE AND AVAILABLE TO EVERYBODY UNDER EVERY SITUATION.

THAT'S IN THE CHARTER THAT STARTED THE ORGANIZATION AND IT'S BEEN THE FOUNDATION OF OUR ORGANIZATION FOR 100 YEARS, AND LIKE THIS JOURNEY THAT WE ARE ALL IN THIS COUNTRY, WE STILL HAVE A LONG WAY TO GO.

WE ADOPTED ABOUT TWO YEARS AGO, TWO AND A HALF YEARS AGO, A STRATEGIC PLAN ON INCLUSION, DIVERSITY AND EQUITY, AND THROUGH THE WORK OF A WIDE RANGE OF PEOPLE, INCLUDING OUR COMMUNITY COUNCIL OF ABOUT 30 PEOPLE AND OUR INTERNAL COUNCIL, WE ARRIVED AT FIVE AREAS THAT WE FOCUS ON IN THIS PLAN:

RECRUITMENT AND RETENTION, EDUCATION, PATIENT CARE AND EXPERIENCE, COMMUNITY PARTNERSHIPS, AND HEALTH EQUITY. LMH IS A REALLY GREAT PLACE TO WORK, BUT WE KNOW THAT WE CAN MAKE IT AN EVEN BETTER PLACE TO WORK, A BETTER PLACE FOR EVERYONE BY BEING MORE INCLUSIVE AND BY HAVING EVEN MORE DIVERSITY BECAUSE WE KNOW THAT BRINGS US STRENGTH AND MAKES US A BETTER ORGANIZATION AT CARING FOR EVERYBODY WHO COMES TO US IN NEED.

SO WE'RE VERY MUCH COMMITTED TO THE IDEA OF BUILDING OUR KNOWLEDGE, BUT NOT GETTING STALLED OUT AT BUILDING KNOWLEDGE, BUT USING THAT TO TAKE INFORMED AND MEANINGFUL ACTION.

AND I THINK IN A SMALL WAY, THIS COMMUNITY CONVERSATION IS A WAY THAT WE CAN HELP TAKE SOME ACTION IN THIS JOURNEY THAT WE'RE ALL ON.

WE'RE COMMITTED TO EDUCATING OUR STAFF ABOUT THE CHALLENGING,

DIFFICULT, UNCOMFORTABLE IDEAS
AROUND SYSTEMIC RACISM AND THE
CHALLENGES OF MARGINALIZED AND
UNDERSERVED COMMUNITIES.
AND WE KNOW THAT WE HAVE TO GO
RIGHT AT THAT WITHOUT -- WITHOUT
HESITATION AND BUILD THAT
BROADER CONVERSATION AMONGST ALL
OF US SO WE CAN TAKE ACTION.
WE'RE VERY COMMITTED TO THIS AND
WHILE WE KNOW WE MAY NOT GET IT
RIGHT EVERY TIME, AND THAT'S
ALMOST A CERTAINTY, WE WILL DO
OUR BEST TO CREATE A MEANINGFUL
CHANGE AND TO HELP THIS MOVEMENT
BE EVEN MORE SUCCESSFUL FOR
EVERYONE ACROSS OUR COMMUNITY.
SO I'M SUPER HAPPY TO BE A PART
OF THIS EVENING AND THANKS TO
THE TEAM THAT PUT THIS TOGETHER.
YOU'RE MUTED, REBECCA.
>> Smith: IT'S MY FIRST TIME ON
ZOOM.
IT'S THE SECOND TIME I'VE MADE
THAT JOKE TODAY.
IT'S MY PLEASURE TO WELCOME AT
THIS POINT ERICA HILL.
VEST A DIVERSITY AND EQUITY
CHAMPION NOT ONLY HERE IN OUR
FOUNDATION, BUT ACROSS THE
COMMUNITY.
WITHIN THE FOUNDATION, SHE
SERVES THE IMPORTANT ROLE OF
OPERATIONS AND FINANCE MANAGER.
ERICA, IT'S MY PLEASURE TO TURN
THE PODIUM OVER TO YOU.
>> Hill: ONE MOMENT, PLEASE.
ONE SECOND.
THE UNMUTING PART.
>> Johnson: WE CAN HEAR YOU.
>> Hill: CAN YOU HEAR ME?
>> Johnson: YES.
>> Hill: OKAY.
I'M HAVING TECHNICAL
DIFFICULTIES AT THE MOMENT.
OKAY.
SO THANK YOU FOR THE
INTRODUCTION, REBECCA.
MY NAME IS ERICA HILL.
I'M THE FINANCE AND OPERATIONS
MANAGER FOR THE FOUNDATION AND
I'M EXCITED FOR EVERYONE.
THANK YOU FOR JOINING US THIS
EVENING.

AS RUSS HIGHLIGHTED, LMH HEALTH AS AN INCLUSION, DIVERSITY, AND EQUITY STRATEGIC PLAN THAT WILL HELP ADVANCE HEALTH EQUITY AND EQUITY IN GENERAL WITHIN OUR HOSPITAL AND COMMUNITY.

LMH HEALTH FOUNDATION ALSO HAS A STRATEGIC PLAN THAT EMPHASIZES EQUITY.

FOR THE FOUNDATION, I SEE FIRST HAND HOW PHILANTHROPY PROMOTES HEALTH EQUITY IN OUR COMMUNITY BY BRINGING PEOPLE AND ORGANIZATIONS TODAY.

WE HAVE PEOPLE IN OUR COMMUNITY THAT ARE WILLING TO STAND IN THE GAP, BREAK BARRIERS AND INCLUDE ACCESS TO CARE FOR OTHERS.

ONE WAY EXAMPLE OF THIS IS THE HEALTH AND HEALING FUN.

THIS IS A PROGRAM THAT PROVIDES FUNDING FOR PATIENTS EXPERIENCING FINANCIAL BARRIERS. WITH REBECCA'S LEADERSHIP, WE HAVE EXPANDED THIS PROGRAM BEYOND PROVIDING MEDICATION AND EQUIPMENT.

NOW WE HAVE THE INFRASTRUCTURE IN PLACE TO ADDRESS ADDITIONAL SOCIAL DETERMINANTS OF HEALTH WITH OUR OUTCOMES DUE TO SYSTEMIC FORMS OF RACISM.

PHILANTHROPY ALSO CREATES UPSTREAM SOLUTIONS.

A GREAT EXAMPLE OF THIS IS THE LMH HEALTH LEADERSHIP ACADEMY, A PAID MENTORSHIP PROGRAM THAT MAKES A LIFELONG IMPACT ON THE YOUTH IN OUR COMMUNITY AND I ABSOLUTELY LOVE THIS PROGRAM.

THIS IS ALSO A TESTAMENT OF WHAT WE CAN ACHIEVE TOGETHER WHEN WE WORK TOGETHER.

I'M PROUD TO BE ON A TEAM THAT ARE ACTIVELY WORKING ON MAKING LMH HEALTH AND THE COMMUNITY A PLACE WHERE EVERYONE FEELS A SENSE OF BELONGING AND HAS THE OPPORTUNITY TO LIVE A HEALTHY LIFE.

WE ALL HAVE THE ABILITY TO CHANGE AND WE WILL BE THE ONES TO HELP ELIMINATE RACISM WITH OUR ACTIONS SUCH AS TALKING TO

FRIENDS AND FAMILIES AND
COLLEAGUES ABOUT RACIAL
INJUSTICES.

THAT'S HOW WE'RE GOING TO MAKE
THIS HAPPEN.

YOUR INFLUENCE AND ABILITY TO
SPEAK WHEREVER YOU ARE, TO SHARE
YOUR HEART, IS HOW WE'RE GOING
TO SEE CHANGE.

EVERYONE HERE IS JOINING INTO
THIS CONVERSATION THIS EVENING
BECAUSE YOUR HEART HAS BEEN
OPENED TO THE POINT THAT YOU
WANT TO SAY, "I WILL BE THE
CHANGE I WANT TO SEE."

RACISM COMES AT A COST TO
EVERYONE, BUT THE ONES IMPACTED
THE MOST SEE IT SHOW UP IN MANY
AREAS OF THEIR LIVES.

IT CAN BE ESPECIALLY SEEN IN
HEALTH DISPARITIES, WHICH ARE
PREVENTABLE DIFFERENCES IN
HEALTH OUTCOMES EXPERIENCED BY
DISADVANTAGED POPULATIONS.

THIS IS WHY HEALTH EQUITY IS
IMPORTANT.

IT INCREASES OPPORTUNITIES FOR
EVERYONE TO LIVE THEIR HEALTHEST
LIFE POSSIBLE, FOR ALL RACES,
ALL ZIP CODES, AND ALL INCOME
LEVELS.

COVID-19 HAS MAGNIFIED VAST
RACIAL INEQUITIES IN HEALTH,
UNDERSCORING AN URGENT NEED TO
IMPROVE ALIGNMENT OF MEDICAL,
SOCIAL, AND PUBLIC HEALTH
SYSTEMS.

I WORRY ABOUT CORONAVIRUS.

BLACK AMERICANS ARE DYING OF
COVID-19 AT A RATE NEARLY THREE
TIMES HIGHER THAN WHITE PEOPLE.

I ALSO THINK ABOUT MASKS.

WHEN UNMASKED, WE BLACK MOTHERS
FEAR OUR LOVED ONES WILL SUFFER
THE RISKS ASSOCIATED WITH
COMPLICATIONS FROM THE DISEASE.
WHEN MASKED, WE FEAR THE RISKS
ASSOCIATED WITH COMPLICATIONS OF
BIAS AND RACISM.

RACISM IS A PUBLIC HEALTH CRISIS
FOR BLACK AMERICANS.

I'M NOT SAYING THIS TO EXCLUDE
OR MINIMIZE ANY OTHER
MARGINALIZED PEOPLE.

I'M SIMPLE MANIPULATE SPEAKING
FROM MY EXPERIENCE -- SIMPLY
SPEAKING FROM MY EXPERIENCE AS A
BLACK PERSON.

WHETHER YOUR KIDS ARE BLACK LIKE
MINE, WHITE, OR EVERY OTHER
COLOR IN BETWEEN, THE REALITY IS
WE ARE ALL IN THIS TOGETHER.

IF MORE PEOPLE CAME TOGETHER AS
A COMMUNITY, LIKE WE ARE THIS
EVENING, TO LEARN AND BUILD EACH
OTHER UP, THE WORLD WOULD BE A
MUCH BETTER PLACE.

RACISM IS A HEART ISSUE.

THERE'S NO BETTER PERSON I KNOW
TO SPEAK TO OUR HEARTS OTHER
THAN VERDELL TAYLOR.

A PERSON THAT LEADS WITH
COMPASSION.

VERDELL IS THE SENIOR PASTOR AT
ST. LUKE A.M.E. CHURCH, A
PASTORAL COUNSELOR AT CHRISTIAN
PSYCHOLOGICAL SERVICES, KANSAS
SUPREME COURT APPROVED MEDIATOR,
AND LMH HEALTH INCLUSION AND
DIVERSITY MANAGER.

PLEASE WELCOME VERDELL TAYLOR.

>> Taylor: GOOD EVENING,
EVERYONE.

THANK YOU, ERICA, FOR THE
INTRODUCTION.

THANK YOU, RUSS, REBECCA.

THANKS FOR PUTTING THIS
TOGETHER.

IT'S A GREAT EVENING JUST TO BE
ABLE TO SHARE WITH ALL OF YOU
THAT ARE -- THAT CLAIM TO BE A
PART OF THIS ACTIVITY.

WHEN WE TALK ABOUT ENDING
RACISM, YOU KNOW, IT'S A BIG,
BIG TOPIC AND IT'S DIFFICULT TO
EVEN WRAP OUR HEADS AROUND.

MANY TIMES WE START TO THINK
THAT THIS IS SOMETHING THAT'S
VERY PERSONAL, THAT IF I USE THE
TERM "RACISM," THEN IT BOTHERS
SOME PEOPLE AND THEY START TO
THINK THAT, WELL, HE'S TALKING
ABOUT ME, DIRECTING THINGS TO
ME.

WELL, WHEN WE REALLY LOOK AT THE
REALITY OF IT, WE NEED TO BECOME
PERSONALLY INVOLVED IN THIS
SUBJECT OF RACISM WHEN WE TALK

ABOUT WAYS THAT MAYBE WE CAN
HELP TO ELIMINATE SOME OF THE
THINGS THAT ARE GOING ON.
WE NEED TO FIRST COME TO TERMS
WITH BEING ABLE TO OWN IT.
WHAT IS IT THAT WE'RE OWNING?
FIRST OF ALL, A DEFINITION.
IN TERMS OF RACISM, YOU KNOW,
WHEN WE LOOK AT RACISM, WHEN
WE'RE LOOKING AT SUCH THINGS AS
PREJUDICE, DISCRIMINATION,
ANTAGONISM THAT COULD BE
DIRECTED TO A PERSON OTHER A
MEMBERSHIP GROUP, PARTICULARLY A
RACIAL OR AN ETHNIC GROUP.
TYPICALLY ONE THAT IS MINORITY
OR MARGINALIZED.
I LIKE TO USE THE TERM
"MARGINALIZED," I LIKE TO USE
THE TERM "PEOPLE OF COLOR."
PERSONALLY, I USE THE TERM IN
SELF-REFERENCE AND, YOU KNOW, WE
NEED TO GET TO THAT POINT THAT
WE SELF-IDENTIFY WHEN IT'S
NECESSARY, SO I'M A BLACK MAN.
YOU KNOW?
AND I ALWAYS USE THE TERM
AFRICAN AMERICAN.
SO DEPENDING ON THE SITUATION,
YOU MAY HEAR THOSE TERMS USED
INTERCHANGEABLY.
HOWEVER, AS YOU AS AN INDIVIDUAL
NEED A DEEPER UNDERSTANDING OF
THAT, YOU NEED TO BE ABLE TO
HAVE A CONVERSATION.
SO WHAT WE DO HERE AT LMH
HEALTH, WE HAVE CONVERSATIONS
WITH OUR ASSOCIATES.
DIE THIS WITHIN THE COMMUNITY.
-- I DO THIS WITHIN THE
COMMUNITY.
THERE IS DIFFERENT WAYS TO HAVE
CONVERSATIONS.
SO WHEN WE TRY TO EMBRACE A
CONVERSATION AROUND RACISM, AS I
SAID EARLIER, IT CAN BE
DIFFICULT, BUT I WANT YOU TO
RELAX AND KIND OF LOOSEN UP SO
THAT YOU CAN EMBRACE SUCH A
SERIOUS SUBJECT BECAUSE IT IS AN
EXTREMELY SERIOUS SUBJECT THAT
WE MUST EMBRACE.
WE KNOW THAT WE HAVE MORE
CONNECTIONS WITH WHAT'S GOING ON

IN SOCIETY TODAY, AND A LOT OF THAT COMES ABOUT BECAUSE OF THE DEATH OF GEORGE FLOYD BACK IN MAY.

JUST A FEW MONTHS AGO.

BUT AT THE SAME TIME, YOU SEE ACTIVITIES STILL GOING ON, YOU SEE MARCHES, YOU SEE PROTEST MOVEMENTS, AND THINGS OF THAT NATURE.

BUT WE NEED TO WRAP OUR HEADS AROUND WHY THOSE THINGS ARE GOING ON.

IF WE BECOME CRITICAL OF A THING THAT'S GOING ON, A MARCH OR SOMETHING LIKE THAT, LET'S FOCUS ON WHY THESE THINGS ARE GOING ON.

LET US FOCUS ON THE FACT THAT PEOPLE ARE LOOKING FOR ANSWERS, AND IN ORDER TO GET ANSWERS, AGAIN, YOU MUST OWN THE PROBLEM. THE PROBLEM IS THAT WE OPERATE IN A WORLD OF RACISM AND PARTICULARLY SO BY MARGINALIZED PEOPLE.

AGAIN, IT'S NOT ANYTHING TO SHAME PEOPLE ABOUT, BUT IT'S SOMETHING TO ACKNOWLEDGE AND TO KNOW THAT IT EXISTS AND TRY TO FIGURE OUT WHAT IS IT THAT WE CAN DO ABOUT IT.

SO AS WE EMBRACE NEW LANGUAGE, AS WE EMBRACE VARIOUS THINGS, I WANT YOU TO KNOW -- AND THIS IS FOR YOU.

YOU KNOW, IF YOU HEAR THE TERM "RACIST," NOT NECESSARILY JUST TONIGHT, BUT SAY OUT IN YOUR COMMUNITY, AND YOU THINK THAT SOMEBODY IS POINTING A FINGER AT YOU, DON'T BE OVERLY SENSITIVE BECAUSE YOU'RE NOT BEING CALLED A RACIST.

THERE ARE RACIST BEHAVIORS THAT ARE GOING ON AND PEOPLE NEED TO HAVE THOSE POINTED OUT TO THEM. SO IT CAN BE A VERY DELICATE SUBJECT.

IT CAN BE A TIME THAT YOU HAVE TO HAVE A PERSONAL TIME, ONE-ON-ONE, TO SIT DOWN AND TO HAVE A CONVERSATION WITH SOMEONE.

SO I WANT YOU TO BE ABLE TO SIT
DOWN AND RELAX AND BE READY TO
HAVE THOSE KINDS OF
CONVERSATIONS, AND WE NEED TO
TALK ABOUT THE WAYS TO GET INTO
THAT, THE WAYS THAT HAVE SOME
ACTION, AND I HAVE SOME OF THAT
PREPARED FOR YOU AND WE'LL GET
TO THAT IN A MOMENT.
BUT WHAT I WANT YOU TO DO FIRST
IS THINK ABOUT RELAXING.
THINK ABOUT JUST SITTING BACK
AND RELAXING RIGHT NOW.
YOU CAN TAKE A DEEP BREATH,
WHATEVER YOU NEED TO DO, BUT
JUST KIND OF GET INTO THAT
RELAXATION MODE SO THAT YOU CAN
LET THINGS KIND OF ENTER IN TO
YOUR BRAIN, YOU KNOW, SO TRY TO
RELAX.
YEAH, IT MAY CAUSE SOME DEEP
BREATHING.
DON'T GO TO SLEEP, BUT IT MAY
CAUSE A LITTLE BIT OF DEEP
BREATHING.
BUT TRY TO RELAX.
NOW THAT YOU'RE IN THAT AREA OF
TRYING TO RELAX, I WANT TO GO
WITH YOU THROUGH A REAL BRIEF
EXERCISE AND THIS EXERCISE IS
ONE THAT I SIMPLY WANT YOU TO
PUT YOUR HAND ON YOUR NECK, JUST
LAY THAT ON THE SIDE OF YOUR
NECK AND YOU CAN DO THIS FROM
WHEREVER YOU ARE.
DON'T APPLY PRESSURE BECAUSE I
WANT YOU TO JUST TO BE ABLE TO
RELAX.
PUT YOUR HAND BY YOUR NECK AND
FOR THE PURPOSE OF THIS
EXERCISE, I'M GOING TO COUNT
JUST FOR A FEW -- A LITTLE BIT.
I'M GOING TO COUNT.
BUT WHILE I'M COUNTING, I WANT
YOU TO HOLD YOUR BREATH FOR AS
LONG AS YOU CAN HOLD IT, BUT
DON'T WORRY ABOUT IT.
SOME PEOPLE HOLD THEIR BREATH
LONGER THAN OTHERS, BUT JUST
HOLD YOUR BREATH WITH YOUR HAND
KIND OF RELAXED ON YOUR NECK.
DO THAT.
LET'S START WITH THAT.
LET'S START WITH THAT ONE.

LET'S START BY YOU GOT YOUR HAND
ON YOUR NECK NOW.

I'M GOING TO START COUNTING.

1001, 1002, 1003, 1004, 1005,
1006, 1007, 1008, 1009, 11010,
1011, 1012, 1013, 1014, 1015,
1016, 1017, 1018, 1019, 1020,
1021, 1022, 1023, 1024, 1025,
1026, 1027, 1028, 1029, 1030.

LET GO.

YOU'RE STILL HOLDING YOUR
BREATH, PLEASE BREATHE.

THINK ABOUT THIS, PRESSURE ON A
NECK.

THINK ABOUT THIS, A KNEE ON A
NECK.

YOU DID THAT FOR 30 SECONDS.

A MAN NAMED GEORGE FLOYD HAD A
KNEE ON HIS NECK FOR EIGHT
MINUTES 46 SECONDS.

AND HE DIED.

HE DIED.

WE NEED TO THINK ABOUT THINGS
THAT ARE VERY REAL, THAT THESE
ARE REAL PEOPLE AND REAL PEOPLE
HAVE LOST THEIR LIVES BECAUSE OF
SITUATIONS THAT SHOULD NOT HAVE
HAPPENED.

THEY'RE PEOPLE THAT HAVE DIED AT
THE HANDS OF POLICE OFFICERS AND
THEY WERE UNARMED.

SO WHETHER YOU ARE GOING THROUGH
ANY KIND OF EXERCISE ACTIVITY, I
WANT YOU TO LET YOUR MIND GO
THERE ABOUT PEOPLE THAT MAY HAVE
GIVEN UP THEIR LIVES FOR A
SITUATION.

LET US GO INTO ANOTHER
VISUALIZATION, I'LL CALL THAT A
VISUALIZATION EXERCISE.

I WANT YOU TO VISUALIZE WITH ME,
YOU ARE A PERSON THAT DRESSES
FOR SUCCESS.

I CAN TELL THAT.

YOU'RE SAYING, YOU CAN'T SEE ME,
BUT I AM DRESSED FOR RELAXATION.
YOU'RE HOME.

YOU'RE SOMEPLACE WHERE YOU'RE
SUPPOSED TO BE, RELAXED.

NOW LET'S GET READY TO GO TO A
MEETING.

LET'S GET READY TO GO TO WORK.

LET'S GET READY TO GO TO A FAITH
GROUP MEETING OR WHEREVER YOU

ARE PLANNING TO GO, AND YOU ARE GOING TO DRESS FOR SUCCESS. YOU'RE GOING TO DRESS QUITE WELL.

SO YOU'RE DRESSING FOR SUCCESS. LET'S TAKE A TYPICAL WORKDAY. YOU GET UP IN THE MORNING, YOU GET READY FOR WORK.

I SAY A TYPICAL WORKDAY BECAUSE I KNOW THAT PEOPLE WORK AT VARIOUS TIMES DURING THE DAY AND SOME ARE WORKING FROM HOME BECAUSE OF COVID-19, BUT YOU'RE GETTING READY FOR A FORMAL WORKDAY AND YES, WE DON'T KNOW WHAT NORMAL MEANS ANYMORE, BUT WE'RE GETTING READY FOR A WORKDAY.

SO YOU'RE TAKING CARE OF ALL THE PERSONAL THINGS, BRUSH YOUR TEETH, BRUSH YOUR HAIR, YOU'VE DONE WHATEVER IS NECESSARY. YOU'RE READY TO GO OUT THE DOOR. BEFORE YOU GO OUT THE DOOR, YOU SEE A LITTLE SIGN ON THE DOOR AND IT SAYS "READ THIS." AND WHEN YOU READ THE SIGN, IT TELLS YOU, OKAY, I WANT YOU TO PUT ON YOUR FAVORITE PAIR OF SHOES.

SO YOU HAVE TO GO BACK AND CHANGE SHOES, BUT YOU'RE GOING TO PUT ON YOUR FAVORITE PAIR OF SHOES, AND THESE SHOES CAN BE YOUR ATHLETIC SHOES, THEY COULD BE YOUR DRESS SHOES.

WHATEVER, BUT THINK ABOUT IT, THINK ABOUT IT, THINK ABOUT IT. THESE ARE YOUR FAVORITE SHOES. YOU GOT TO PUT THEM ON BEFORE YOU LEAVE THE HOUSE.

BEFORE YOU LEAVE YOUR RESIDENCE. AND AS YOU PUT ON YOUR SHOES, I GOT TO TELL YOU SOMETHING. THESE ARE SPECIALLY MADE SHOES JUST FOR YOU.

THEY HAVE A GALLON OF WATER, A GALLON BOTTLE OF WATER ATTACHED TO EACH ONE OF YOUR SHOES.

AND SO YOU PUT THOSE ON AND YOU HAVE TO HAVE THEM ON ALL DAY. YOU HAVE TO DRAG THEM AROUND WITH YOU.

YOU COULD BE WALKING MUCH SLOWER

AND YOU MAY NOT BE ABLE TO KEEP UP LIKE YOU NORMALLY DO BECAUSE YOU HAVE THIS HEAVY WEIGHT THAT'S ATTACHED.

SO YOU HAVE IT ATTACHED TO YOU ON THIS DAY AS YOU'RE GOING OUT TO DO YOUR THING.

GUESS WHAT?

PEOPLE THAT LOOK LIKE ME, MARGINALIZED PEOPLE, EVERY DAY THEY CARRY THAT BOTTLE OF WATER WITH THEM.

OR A HEAVY COAT.

IT DOESN'T MATTER, BUT THESE REPRESENT THINGS THAT ARE HAPPENING IN SOCIETY, RACIAL THINGS THAT ARE GOING ON.

ALL KINDS OF WAYS THAT YOU NEED TO BE ABLE TO GET READY TO MEET THE WORLD AND YOU KNOW YOU HAVE TO PUT ON YOUR CLOTHES, BUT DID YOU KNOW YOU HAD TO CARRY SOMETHING THAT HEAVY?

THAT MEANS YOU GOT TO NAVIGATE THE WORLD DIFFERENTLY THAN A LOT OF PEOPLE NAVIGATE THE WORLD. YOU HAVE TO STOP AND THINK, HOW WILL THIS BE ACCEPTED IF I SAY THIS OR HOW WILL THEY INTERACT WITH ME?

THERE ARE A LOT OF THINGS THAT YOU NEED TO REALIZE THAT PEOPLE THAT ARE MARGINALIZED OR PEOPLE OF COLOR, THEY HAVE TO HAVE EXTRA THINGS THAT ARE ON THEM. THIS IS SOMETHING THAT THEY DEAL WITH EVERY DAY.

SO NOW LET'S TAKE OFF THOSE SHOES AND LET'S GET DOWN TO SOME VERY REAL ISSUES.

BY THE WAY, IN CASE YOU DIDN'T KNOW HOW MUCH THAT GALLON OF WATER WEIGHED, IT'S LIKE 8.34 PER GALLON POUNDS.

8.34, YOU KNOW, LIKE 16 --

ALMOST 17 POUNDS OF WATER THAT YOU'RE CARRYING ALONG WITH YOU. THAT KIND OF BADGE, YOU HAVE TO HANDLE EVERY DAY, EVERY DAY.

SO WHEN WE LOOK AT WAYS THAT PEOPLE THAT ARE MARGINALIZED, PEOPLE THAT LOOK LIKE ME, AND BY THE WAY, MARGINALIZED PEOPLE ARE PEOPLE THAT THEIR BEING, THEIR

WHOLE BEING IS ONE THAT THEY ARE NOT GIVEN THAT KIND OF RESPECT AS A PERSON SHOULD RECEIVE. MARGINALIZED PEOPLE, THEY END UP BEING INSIGNIFICANT. THAT'S THE REASON, THAT'S THE THING BEHIND BEING A MARGINALIZED PERSON. PEOPLE SEE US AS INSIGNIFICANT. INSIGNIFICANT. BUT WE'RE LOOKING FOR WAYS TO HELP. WE'RE LOOKING FOR WAYS TO CHANGE THINGS, SO WE NEED TO OWN THE SITUATION THE WAY IT IS, THAT RACISM DOES EXIST AND IT EXISTS EVERYWHERE. NOT JUST IN THE WORKPLACE, BUT ALL PLACES AROUND, AND SOME OF IT IS COMING OUT IN GREATER WAYS THAN EVER BEFORE. ONE OF THE THINGS I WANT YOU TO LOOK INTO AND PUT YOUR HEAD AROUND IS THE FACT THAT IF WE'RE LOOKING FOR WAYS TO CHANGE AND WE HAVE ACCEPTED THE FACT THAT RACISM DOES EXIST, THEN THAT SYSTEMIC RACISM IS RACISM THAT WE FIND IN ORGANIZATIONS, CORPORATIONS, IT'S INSTITUTIONALIZED RACISM, SO WE CAN USE THOSE TERMS TOGETHER. INSTITUTIONALIZED RACISM OR SYSTEMIC RACISM, BUT PEOPLE LEARN, TAKE FOR GRANTED, THAT'S THE WAY IT'S ALWAYS BEEN, SO WE DON'T RESPECT PEOPLE THE WAY WE SHOULD RESPECT PEOPLE. AN ARTICLE THAT I SHARED EARLIER WITH ONE OF THE CLASSES WAS AN ARTICLE THAT WAS TITLED -- FIRST OF ALL, I'LL GIVE YOU THE ARTICLE IN TERMS OF THE PERSON'S NAME THAT WROTE THE ARTICLE. A CONTRIBUTING EDITOR TO FORBES MEDIA, HER NAME THE DANA BROWNLEY, AND SHE TITLED THIS ARTICLE, AND IT WAS DONE ON JUNE 1st OF 2020, RIGHT AFTER GEORGE FLOYD DIED. THE TITLE STATED "DEAR WHITE PEOPLE, HEAR ARE TEN ACTIONS YOU CAN TAKE TO PROMOTE RACIAL JUSTICE IN THE WORKPLACE."

TEN ACTIONS THAT YOU CAN TAKE.
WE'RE ACTION-ORIENTED, WE NEED
TO MAKE SURE THAT WE FOLLOW
THROUGH ON ACTIONS.

ONE OF THE FIRST ACTIONS THAT
YOU CAN TAKE IS TO GET TO KNOW
MORE PEOPLE OF COLOR AND
SOMETIMES YOU'LL HEAR
EXPRESSIONS LIKE THE SAYING,
KNOW ME, LIKE ME, TRUST ME.
THAT TRUST-BUILDING PROCESS
STARTS WITH SIMPLY KNOWING
PEOPLE BETTER.

WE NEED TO GET TO KNOW PEOPLE
BETTER.

IT'S EASY TO FALL VICTIM TO
BIGOTED THINKING AND STEREOTYPES
WHEN YOU DOVENT PERSONALLY KNOW
PEOPLE FROM THAT COMMUNITY AND
ARE COMPLETELY IGNORANT OF THEIR
CULTURE.

SO GET TO KNOW PEOPLE OF COLOR.
GET TO KNOW THEM.

DIVERSITY IN THE WORKPLACE,
DIVERSITY IN OUR COMMUNITY, WE
NEED TO BE AWARE THAT WE CAN DO
A BETTER JOB.

NOW, IF WE STOP AND THINK ABOUT
DIVERSITY IN OUR COMMUNITY, WE
CAN STOP AND SAY, OKAY, AT 11:00
ON A SUNDAY MORNING, IS PROBABLY
THE MOST SEGREGATED PART OF
AMERICA IN TERMS OF GOING TO
CHURCH.

I KNOW NOW BECAUSE OF COVID-19,
CHURCHES AREN'T MEETING, BUT IT
IS A TIME THAT'S NORMALLY THE
CASE.

IF YOU LOOK AT SATURDAY NIGHT
GOING OUT SOCIALLY, PEOPLE TEND
TO STICK WITH PEOPLE THAT ARE
LIKE THEM, AND SO THOSE TEND TO
BE NOT VERY INTEGRATED
SITUATIONS.

THAT BECOMES THE NEXT ONE THAT
WE WANT TO TALK ABOUT IS, NUMBER
TWO, CALL A FRIEND OF COLOR.

I WANT YOU TO DO THAT THIS WEEK.
NOW, YOU CAN GO THROUGH THIS IN
YOUR MIND.

YOU CAN ACTUALLY DO IT.

SOME PEOPLE MAY HAVE ALREADY
DONE IT.

CALL A FRIEND OF COLOR THIS WEEK

TO DISCUSS THE CURRENT STATE OF
PROTESTS AND UPHEAVAL OF THE
CURRENT STATE OF WHAT'S GOING
ON.

I WANT YOU TO THINK ABOUT THE
PERSON OF COLOR AND I WANT YOU
TO PLAN ON CALLING TOMORROW THAT
PERSON OF COLOR.

DID IT TAKE YOU MORE THAN 15
SECONDS TO THINK OF A PERSON TO
CALL?

OR HAVE YOU EVEN THOUGHT ABOUT A
PERSON TO CALL YET?

IT'S BEEN LONGER THAN 15
SECONDS, THAT MEANS YOU NEED TO
GO BACK TO NUMBER ONE THAT SAYS
YOU NEED TO KNOW MORE PEOPLE OF
COLOR.

SO YOU GOT TO WORK ON, IT'S
IMPORTANT TO WORK ON GETTING TO
KNOW MORE PEOPLE OF COLOR AND
THEN WE CAN TIE THAT TOGETHER IN
TERMS OF HAVING A DISCUSSION
WITH SOMEONE.

THE INCIDENCE OF BRUTALITY AND
INJUSTICE ARE THEATER FOR SOME
PEOPLE, BUT PEOPLE OF COLOR,
THIS IS A TRYING DAY.

IT MAKES INTO A TIRING DAY
BECAUSE IT'S DAY AFTER DAY,
REALITY IS THE SAME.

FRIENDS MAY DEMONSTRATE EMPATHY,
BUT THEY NEED TO START THE
CRITICAL DIALOGUE.

WE NEED TO BE ABLE TO START THAT
CRITICAL DIALOGUE OF BEING ABLE
TO WORK TOGETHER, HAVE
CONVERSATIONS TOGETHER, AND ONE
OF THE WAYS WE CAN DO THAT IS
LIKE ITEM NUMBER THREE.

ITEM NUMBER THREE, AS STATED BY
MS. BROWNLEY, IS JOIN A
DIVERSITY COMMITTEE.

JOIN A DIVERSITY COMMITTEE.
AND IT'S GREAT IF YOU HAVE ONE
IN YOUR WORKPLACE, BUT JOIN THAT
COMMITTEE.

IT TELLS YOU SOMETHING, THAT
YOU'RE WILLING TO ENGAGE IN A
DEEPER CONVERSATION.

YOU'RE COMMITTED TO CHANGE.
AND SO WHEN YOU WANT TO SEE
THINGS CHANGE, YOU NEED TO BE A
PART OF THAT CHANGE.

SO I OFTEN SAY TO PEOPLE, BE THE CHANGE.

YOU NEED TO BE THE CHANGE WHEN YOU'RE DOING THIS TYPE OF WORK. SO BE THE CHANGE.

IF YOU DON'T HAVE A DIVERSITY COMMITTEE, THEN START ONE.

AND YOU CAN EVEN DO THAT WITH GROUPS THAT YOU WORK WITH WITHIN THE COMMUNITY.

YOU GOT A GRUMP NEIGHBORS AND SAY WE'RE GOING TO HAVE A CONVERSATION, WE'RE GOING TO SIT DOWN, WE'RE GOING TO TALK ABOUT REALITY, WE'RE GOING TO TALK ABOUT RACIAL ISSUES, WE'RE GOING TO TALK ABOUT HOW WE CAN MAKE A DIFFERENCE, WE'RE GOING TO TALK ABOUT HOW WE CAN HELP TO BRING ABOUT CHANGE.

SO IF YOU'RE GOING TO TALK AND BRING ABOUT CHANGE, YOU NEED TO BE A PART OF THE CHANGE.

SO LET'S GET EXCITED ABOUT THAT AND BECOME A PART OF THE CHANGE.

NUMBER FOUR IS ABOUT YOUR CHILDREN.

YOUR CHILDREN.

TALK TO YOUR KIDS ABOUT RACE.

TALK TO YOUR CHILDREN ABOUT RACE.

SOMEHOW, PEOPLE GROW UP AND THEY'VE NEVER HAD EXPOSURE TO PEOPLE OF COLOR AND THEN THEY GO OFF TO SCHOOL, COLLEGE, WHATEVER, AND FIND THAT THEY'RE IN AND OUT OF SITUATIONS THAT THEY'RE IN THE SAME DORM ROOM WITH A PERSON OF COLOR, THAT THEY HAVE TO MAKE THAT KIND OF ADJUSTMENT.

BUT -- AND IT CAN BE A POSITIVE AND SHOULD BE A POSITIVE ADJUSTMENT.

BUT REMEMBER, OUR CHILDREN LEARN FROM AN EARLY AGE, THEY SEE US AND HOW WE OPERATE.

WE AS THE PARENTS, HAVE YOU DONE JUSTICE TO YOUR CHILDREN?

DID YOU TEACH THEM THE RIGHT WAY, OR WERE THEY TRAUMATIZED GROWING UP BECAUSE YOU DID NOT EXPOSE THEM TO CONDITIONS THAT THEY NEEDED TO BE EXPOSED TO?

KIDS BEGIN TO LEARN ABOUT ISSUES OF RACE AND EQUITY EARLY IN LIFE, SO YOU NEED TO TEACH THEM IN AN AGE-APPROPRIATE MANNER SO THEY CAN BEGIN TO DEVELOP THEIR OWN AWARENESS OF INJUSTICE.

KIDS, CHILDREN SEE THIS ON THE PLAYGROUND, THEY SEE IT IN THE CAFETERIA, THEY SEE IT IN LIFE. WHEN YOUR CHILD CAN COME HOME AND SAY TO MOM AND DAD, THIS HAPPENED TODAY, BUT THIS IS THE DECISION THAT I MADE, I TREATED THAT PERSON FAIRLY.

EVERYONE ELSE WAS MAKING FUN OF HIM OR HER, BUT I BECAME THEIR FRIEND.

YOU KNOW THEY'RE GETTING THE LESSON OF WHAT YOU TAUGHT THEM. NUMBER FIVE, BE A MENTOR TO A PERSON OF COLOR.

BE A MENTOR TO A PERSON OF COLOR.

YOU MAY WORK IN AN ORGANIZATION THAT, YOU KNOW, YOU SEE A LOT OF GOOD THINGS GOING ON AND YOU IDENTIFY WITH PEOPLE THAT HAVE A LOT OF TALENT AND, YOU KNOW, YOU HAVEN'T BEEN ABLE TO MAYBE CONNECT WITH THEM IN A POSITIVE WAY, BUT YOU NEED TO BE ABLE TO FIND A YOUNG PERSON IN YOUR ORGANIZATION THAT IS DOING SOME GREAT THINGS AND MAKE THEM YOUR MENTOR.

YOU BECOME THE MENTOR TO THAT PERSON.

IN OTHER WORDS, TAKE THAT PERSON UNDER YOUR WING AND BE ABLE TO HELP THEM NAVIGATE THE WATERS OF MAYBE THE WORKPLACE OR WHATEVER IS GOING ON, BUT BECOME ACTIVE. I SAY, BE THE CHANGE.

NUMBER SIX, ENCOURAGE OBJECTIVE SELECTION PROCESSES.

SUBJECTIVITY OFTEN IS THE DEATH NELL OF PEOPLE OF COLOR.

TOO OFTEN THE SELECTION PROCESSES OR OTHER DECISIONS ARE MADE WITHOUT CLEAR-CUT OBJECTIVES.

PEOPLE OF COLOR END UP GETTING THE SHORT END OF THE STICK.

SO BECAUSE OF UNCONSCIOUS BIAS,

OFTEN IT ENCOURAGES DECISION
MAKERS TO PREFER ONE CANDIDATE
OVER ANOTHER CANDIDATE.
SO I'M GOING TO SHOW YOU A
COUPLE WORDS THAT MAY HAVE BEEN
SAID.
HERE'S HOW IT READS.
I JUST FEEL LIKE I CONNECTED
BETTER WITH BECKI OR SUSAN OR
JUDY.
I CONNECTED BETTER WITH THEM.
SHE JUST SEEMS TO FEEL LIKE
SHE'S A BETTER FIT FOR OUR
ORGANIZATION, SHE'S A BETTER FIT
FOR OUR TEAM.
OR SUBJECTIVITY LEADS TO A
PREFERENCE OF ONE VENDOR OVER
ANOTHER VENDOR.
YOU SAY, WELL, JACK SEEMED TO
HAVE -- HE JUST -- HIS PROPOSAL
IS JUST FIT.
IT JUST FELT MORE PROFESSIONAL.
I CAN'T PUT MY FINGER ON IT, BUT
IT JUST SEEMS TO HAVE A BETTER
PRODUCT.
DON'T GET CAUGHT IN THAT TRAP
BECAUSE WE NEED TO REDUCE
UNCONSCIOUS BIAS BY INSISTING ON
A BLIND REVIEW, AND WHEN WE
INSIST ON A BLIND REVIEW, WE'RE
GOING TO GET SOMETHING POSITIVE
OUT OF IT.
AND ONE OF THE WAYS OF
DESCRIBING A BLIND REVIEW WOULD
BE AN OPPORTUNITY TO APPLY
FOR -- OR TO BE INTERVIEWED FOR
AND TO TRY OUT, I WOULD SAY, FOR
AN ORCHESTRA.
SO YOU'RE GOING TO GET THE
GO-AHEAD TO TRY OUT FOR A
POSITION, AND IF, IN FACT, A
PERSON SEES YOU AND SEES THE
INSTRUMENT THAT YOU'RE PLAYING,
IT'S NOT A BLIND TRYOUT.
BUT IF IT'S DONE BEHIND A
CURTAIN AND THE PEOPLE THAT ARE
INTERVIEWING ONLY HEAR THE
PERSON PLAYING THAT INSTRUMENT,
THEN IT BECOMES A BLIND
SITUATION OR THEY'RE NOT ABLE TO
SEE, BUT THEY MAKE A DECISION
BASED ON TALENT AND WHAT THAT
PERSON BRINGS TO THE TABLE.
SO WE NEED TO BRING THINGS TO

THE TABLE, WE NEED TO BE A CHANGE.

NUMBER SEVEN, DON'T WORK FOR COMPANIES THAT AREN'T DIVERSE. THAT BECOMES KIND OF DIFFICULT BECAUSE WE ALL NEED JOBS THESE DAYS, AND SO PEOPLE THAT NEED JOBS SOMETIMES THEY WILL FORGET, BUT COME ON.

LET'S TALK REALITY.

REALITY SAYS THAT MOST COMPANIES, LARGE COMPANIES, THEY SHOULD HAVE A DIVERSE WORKFORCE. THEY SHOULD BE DIVERSE.

YOU KNOW, AND THE LARGER THE COMPANY, THE MORE DIVERSE THEY SHOULD BE.

SO IF YOU ARE A COMPANY OR YOU REPRESENT OR WORK IN A COMPANY AND IT DOESN'T HAVE THAT MUCH DIVERSITY AND IF YOU'RE A LEADER OR SOMETHING, WHAT SHOULD YOU DO?

WELL, IT SAYS THAT, REMEMBER, YOU HAVE AN OPTION.

YOU CAN LEAVE THAT KIND OF ENVIRONMENT.

IF IT'S NOT DIVERSE, YOU CAN LEAVE.

IN THIS DAY AND AGE, LEAVING A JOB, THINK ABOUT IT, IT GOES MUCH DEEPER THAN A JOB.

ARE YOU HAPPY IN THAT SITUATION?

WHEN YOU ARE A DIVERSE WORKFORCE, YOU'RE GOING TO BE MORE PRODUCTIVE IN EVERY AREA BECAUSE YOU'RE GOING TO UNDERSTAND THINGS MUCH BETTER. YOU HAVE PEOPLE TO CHECK WITH AND THINGS WILL GO MUCH BETTER. AND NUMBER EIGHT, INSIST ON DIVERSITY ON LEADERSHIP TEAMS. THE LEADERSHIP TEAMS IN ANY ORGANIZATION SHOULD BE DIVERSE. BUT SOMETIMES BECAUSE OF A LIMITED NUMBER OF PEOPLE OR THE SIZE OF THE ORGANIZATION, THEY'RE NOT VERY DIVERSE. SOMETIMES THE PERSON HAS TO ASK THEMSELVES A QUESTION.

I'M NOTICING THAT OUR TEAM ISN'T -- IS NOT TOO DIVERSE. IS ANYONE CONCERNED ABOUT THAT? THEY THROW THE QUESTION OUT, BUT

THEN THEY MAY GET AN ANSWER,
THEY MAY NOT GET AN ANSWER.
I SAY YOU HAVE TO MAKE A CHANGE
IN ORDER TO GET AN ANSWER.
YOU NEED TO BE ABLE TO EMBRACE
IDEAS THAT WILL HELP YOU CHANGE.
SO DON'T BE AFRAID OF THE
QUESTION.
DEAL WITH THEM AND YOU WILL BE
ABLE TO THEN IMPROVE THE
LEADERSHIP STRUCTURE OF YOUR
TEAM AND BECOME MORE DIVERSE.
YOU HAVE A RESPONSIBILITY.
WE ALL HAVE A RESPONSIBILITY,
BUT WE NEED TO DEAL WITH IT.
NUMBER NINE IS CHALLENGE YOUR
OWN STEREOTYPIC BELIEFS.
CHALLENGE YOUR OWN STEREOTYPICAL
BELIEFS.
STEREOTYPES WILL GET YOU IN
TROUBLE.
EVERY TIME, THEY'LL GET YOU IN
TROUBLE.
CHANGING YOUR BEHAVIOR AND,S
START WITH CHANGING YOUR
THOUGHTS.
YOU GOT TO CHANGE YOUR THOUGHTS.
YOU GOT TO CHANGE THE WAY YOU
THINK.
IF YOU DON'T CHANGE THE WAY YOU
THINK, THEN NOTHING'S GOING TO
CHANGE.
SO CHANGE THE WAY YOU THINK.
NOW, REMEMBER, YOU MAY HAVE BEEN
RAISED IN AN ENVIRONMENT AND
YOUR PARENTS MADE DISTURBING
REMARKS ABOUT PEOPLE OF COLOR
AND THAT'S WHAT'S SET IN YOUR
MIND, SUCH THINGS AS MAYBE BLACK
PEOPLE ARE LAZY AND THEY'RE NOT
VERY SMART.
YOU NEED TO ERASE THAT STUFF
FROM YOUR MIND.
THERE ARE BRILLIANT FOLKS OF ALL
COLORS, PARTICULARLY BLACK
FOLKS.
IT DOESN'T MATTER, BUT YOU NEED
TO EMBRACE ALL PEOPLE.
I KNOW SOME VERY BRILLIANT
PEOPLE AND THEY COME IN EVERY
COLOR.
THERE ARE PEOPLE OF COLOR AND
THEY WORK WELL WITHIN THE WAY WE
DO BUSINESS.

THAT'S A PART OF WHAT YOU CAN DO
TO HELP AND HOW YOU CAN CHANGE.
NUMBER TEN, SPEAK UP PUBLICLY.
SPEAK UP PUBLICLY.

WHEN YOU HEAR MICRO-AGGRESSIONS
AND INEQUITIES, AND THEY ARE
PERVASIVE IN WORKPLACES, PEOPLE
TEND TO USE THOSE UNLESS THEY'RE
WORKING AT NOT USING THEM, NOT
RECOGNIZE PEOPLE FOR WHAT THEY
ARE, THEIR VALUES, THEIR SKILLS,
BUT THEY STILL TEND TO LOOK AT
PEOPLE IN A CERTAIN WAY, THE
SIMPLE TRUTH IS THAT MOST
CORPORATIONS DO HAVE A BIT OF A
CORPORATE CASTE SYSTEM, AND WHEN
THOSE IN POSITIONS OF POWER,
WHEN THEY STAY SILENT, THOSE
CHANGES.

IF YOU'RE IN A POSITION OF
POWER, DON'T BE SILENT.

MAKE A CHANGE.

TELL PEOPLE TO MAKE A CHANGE.
BUT WHAT YOU'VE GOT TO DO IS TO
BECOME A PART OF THAT CHANGE.
YOU'VE GOT TO BE ABLE TO CHANGE
AND MAKE SURE THAT IT'S REAL
CHANGE.

REAL CHANGE HAPPENS WHEN WE'RE
WILLING TO STICK OUR NECK OUT
AND SAY SOMETHING PUBLICLY.
NOT WHISPERING IN THE BREAK ROOM
OR SENDING PRIVATE CHAT MESSAGES
ON THE CONFERENCE CALL, SO THE
NEXT TIME YOU'RE IN A MEETING
AND YOU CAN TELL THE ONE PERSON
OR TWO PEOPLE OF COLOR CAN'T GET
A WORD INTO THAT CONVERSATION,
YOU NEED TO HELP.

YOU NEED TO BE ABLE TO SAY TO
THE GROUP, IT'S SIMPLE, "JEFF,
LET'S GET BACK TO WHAT JEFF SAID
EARLIER," FA THAT'S THE PERSON'S
NAME.

"LET'S INCLUDE JEFF NOT ONLY IN
THE CONVERSATION, BUT BRING HIM
OR HER TO THE TABLE AND LISTEN
THOROUGHLY WHAT IT IS THAT THEY
HAVE TO ADD.

IT'S NICE TO BE INVITED TO THE
TABLE.

BUT IF YOU'RE NOT ABLE TO
PARTICIPATE, THAT'S NOT GOOD.
LET'S BE CLEAR.

FOR ANYONE THAT WANTS TO PAT
THEMSELF ON THE BACK FOR
FORWARDING A RACIALLY CONSCIOUS
SOCIAL MEDIA MEME IN RECENT DAY,
IT'S NOT A PROFILE IN COURAGE TO
COMMENT ON A HORRIFIC VIDEO,
THEN JUST CONTINUE IN BUSINESS
AS USUAL.

SO YOU CAN'T SEE SOMETHING
THAT'S INHERENTLY WRONG AND THEN
MAKE A GENERAL COMMENT ON IT AND
THEN JUST GO ON WITH BUSINESS AS
USUAL.

YOU MUST BE THE CHANGE.

SO YOU'VE GOT TO CHANGE AND THEN
THINGS WILL GET BETTER.

MARTIN LUTHER KING JR. FAMOUSLY
SAID, "IN THE END, WE WILL
REMEMBER NOT THE WORDS OF OUR
ENEMIES, BUT THE SILENCE OF OUR
FRIENDS."

HOW ABOUT YOU?

WHAT ARE PEOPLE GOING TO
REMEMBER ABOUT YOU?

HOW ABOUT YOU?

WILL YOU BE THE CHANGE?

HOW ABOUT YOU, ARE YOU READY TO
START THAT PROCESS OF BEING THE
CHANGE?

IT'S GOT TO START WITHIN US.

SO TO END RACISM, IT HAS TO
START WITHIN US.

WE HAVE TO BE ACTIVE.

WE HAVE TO TAKE ACTION, SO BE
THE CHANGE.

BE THE CHANGE.

LET IT START WITH YOU.

I THANK YOU FOR YOUR LISTENING.

I THANK YOU FOR PARTICIPATING IN
MY EXERCISES THAT DEALT WITH
VISUALIZATION AND ALSO AN
EXERCISE JUST HALF YOUR HAND ON
THE NECK.

AGAIN, THANK YOU FOR BEING HERE.
THAT'S IT.

>> Smith: THANK YOU SO MUCH FOR
TAKING TIME TO SHARE YOUR
COMMENTS HERE TODAY.

AT THIS POINT, WE HAVE THE
OPPORTUNITY TO TAKE SOME
QUESTIONS AND WE'LL TURN IT OVER
TO AMY ADDINGTON FROM THE
FOUNDATION TO HELP US MODERATE
THOSE INQUIRIES.

>> Taylor: ONE OF THE QUESTIONS THAT WE SEE -- AND IF I CAN'T ANSWER A QUESTION, I WILL TELL YOU THAT I'M GOING TO DO SOME MORE RESEARCH, WHICH IS THE WAY I HANDLE THINGS.

THE FIRST ONE I HAVE IS RELIGION OFTEN VERY PERSONAL.

HOW WOULD YOU ENCOURAGE CHURCHES TO DIVERSIFY AND SUCCESSFULLY RECRUIT?

WE'VE GOT TO BE A PART OF THAT COMMUNITY AND GO INTO THE COMMUNITY AND SEE PEOPLE, NOT JUST LIKE OURSELVES, BUT HAVE A WELCOMING AND OPENNESS ABOUT THEM AND BE REAL.

WHEN YOU ARE REAL, THAT PERSON WILL PICK UP ON YOUR REALNESS AND YOUR SINCERITY, SO BE ABLE TO OPEN THE DOOR AND INVITE PEOPLE IN, BUT DON'T LET IT BE ONE OF THOSE THINGS THAT'S LIKE, WELL, THAT'S ONE OF THOSE WHITE SAVIOR MENTALITIES BECAUSE PEOPLE WILL PICK UP ON THAT.

SO JUST BE YOURSELF, BE WILLING TO BE AND THEN CREATE WITHIN THAT RELIGIOUS STRUCTURE A COMMITTEE A DIVERSITY COMMITTEE THAT WILL WORK ON THINGS LIKE THAT, AND THEN HAVE A PLAN TO DO RECRUIT AND FIND OUT HOW YOU CAN LOOK LIKE YOUR COMMUNITY.

THAT'S WHAT WE TRY TO DO WITH OUR PARTICULAR CHURCH.

AS A WHITE PERSON, I WANT TO CHANGE MY UNCONSCIOUSLY RACIST LANGUAGE.

BASED ON YOUR EXPERIENCE, WHAT ARE SOME EXAMPLES OF WORDS THAT SHOULD BE AVOIDED?

OH MY GOODNESS.

THERE'S SO MANY WORDS THAT NEED TO BE AVOIDED.

YOU KNOW, IT WAS VERY DIFFICULT FOR ME WHEN I DID A CLASS HERE AT LMH HEALTH AND I HAD TO USE THE N-WORD BECAUSE I WAS TALKING ABOUT MY OWN EXPERIENCES.

I TRY NOT TO USE THAT BECAUSE SOME PEOPLE DON'T UNDERSTAND IT OR CAN'T TAKE THE USE OF THAT WORD.

IT REALLY INFURIATES MOST
PEOPLE, ESPECIALLY PEOPLE OF
COLOR, PEOPLE THAT LOOK LIKE ME.
SO WHAT DO YOU NEED TO DO?
YOU NEED TO FIGURE OUT WHAT KIND
OF WORDS THAT ARE OUT THERE THAT
ARE PROBABLY DEROGATORY OR JUST
THEY DON'T FEEL GOOD.
YOU CAN RUN THAT BY YOUR SMALL
GROUP OF FRIENDS.
THEY WILL TELL YOU THE TRUTH.
YOU KNOW, SO BASED ON MY
EXPERIENCES, WORDS TO AVOID, I'D
RATHER GIVE THAT MORE THOUGHT
DOWN THE ROAD BECAUSE THERE'S
JUST SO MANY WORDS THAT WE CAN
AVOID THAT MAYBE WE DON'T STOP
AND THINK ABOUT.
BUT, YOU KNOW, SOME OF THE WORDS
THAT I THINK ABOUT RIGHT NOW IS
LIKE PUTTING PEOPLE ALL IN THE
SAME GROUP.
LIKE THOSE PEOPLE, AVOID THAT.
DON'T SAY THINGS LIKE THAT
BECAUSE IT'S INCORRECT TO SAY IT
AND YOU'VE ALREADY IDENTIFIED
WHO YOU ARE.
WHO YOU ARE BECAUSE YOU GROUP
EVERYBODY IN THAT CATEGORY THAT
LOOKS LIKE THAT PERSON.
NEXT ONE I HAVE IS HOW DO I GET
COMFORTABLE WITH HAVING
CONVERSATIONS ABOUT RACE?
WELL, YOU CAN START OFF BY
PRACTICING MAYBE AND, YOU KNOW,
WITH YOUR FAMILY.
I DON'T KNOW THAT IT'S A GOOD
IDEA TO DO AT THE THANKSGIVING
DINNER TABLE AND I REALIZE THAT
WE'RE DOING THE SOCIAL
DISTANCING THING, BUT FAMILIES
GET TOGETHER AND IF YOU CAN
PRACTICE WITHIN YOUR OWN FAMILY,
SAY IN YOUR FAMILY THAT THERE
ARE PEOPLE THAT DEAL WITH RACIST
BEHAVIORS, HAVE A CONVERSATION,
BUT YOU MAY HAVE TO HAVE A
ONE-ON-ONE CONVERSATION OR YOU
CAN SAY UNCLE SO-AND-SO, I DON'T
WANT TO GET YOUR NAME BECAUSE
YOU PROBABLY HAVE AN UNCLE WITH
THAT NAME IN YOUR FAMILY, BUT
THEY NEVER GET IT.
THEY TEND TO SAY THE SAME THING,

BUT STOP THEM IF THEY START TO
TELL RACIST JOKES.

THOSE ARE THINGS THAT YOU CAN DO
TO HELP MAKE A CHANGE.

HOW CAN I STAND UP AGAINST
RACISM IF I FEEL LIKE I'M NOT
QUALIFIED TO HAVE THE
CONVERSATION?

I DON'T KNOW HOW MANY PEOPLE ARE
REALLY QUALIFIED TO HAVE THE
CONVERSATION, BUT THE MORE YOU
EXPOSE YOURSELF TO READING, TO
ACTIVITIES, VIDEOS, DIFFERENT
KINDS OF THINGS, YOU'LL FIND
THAT YOU WILL BE ABLE TO HAVE A
BETTER AND A DEEPER CONVERSATION
WITH PEOPLE.

READ, READ, THERE'S PLENTY OF
BOOKS OUT THERE.

THERE ARE MANY THINGS OUT THERE
THAT WILL HELP YOU KIND OF
NAVIGATE THE WATERS AND GIVE YOU
SOMETHING TO HAVE A DISCUSSION
ABOUT.

HAVE IT IN YOUR BOOK CLUB.
BOOK CLUBS CAN HAVE SERIOUS KIND
OF BOOKS THAT THEY SHARE AND
THEN HAVE THOSE DEEP DISCUSSIONS
ABOUT.

IT SAYS RACISM IS A COMPLICATED
ISSUE.

ABSOLUTELY.

I'M ONLY ONE PERSON.

HOW CAN I MAKE A DIFFERENCE?
BE THE CHANGE.

START WITH YOU BECAUSE YOU CAN
MAKE A DIFFERENCE.

LITTLE THINGS WILL MAKE A
DIFFERENCE.

WHEN YOU DO SOMETHING SPECIAL
FOR A PERSON, THEN THAT ALLOWS
YOU TO MAKE A CHANGE.

NOT BECAUSE YOU'RE DOING IT TO
GET ACKNOWLEDGEMENT, BUT BECAUSE
YOU'RE DOING IT FROM YOUR HEART.
SO MAKE SURE YOU DO THINGS FROM
YOUR HEART BECAUSE YOU SINCERELY
KNOW IT'S THE RIGHT THING TO DO,
YOU'RE GOING TO BE ON THE RIGHT
TRACK.

DON'T DO IT JUST TO GET THE
GLORY, BUT DO IT BECAUSE IT'S
THE RIGHT THING TO DO.

HOW CAN WE ADDRESS RACISM AS A

COMMUNITY?

WE CAN ADDRESS RACISM AS A COMMUNITY CERTAINLY BY HAVING MORE MEETINGS SUCH AS THIS, ZOOM MEETINGS.

WE CAN HAVE MEETINGS THAT WE HAVE SMALLER GROUPS, HAVE DISCUSSIONS, AND WE'RE HONEST AND OPEN.

YOU CAN HAVE AFFINITY GROUPS THAT CAN BE ESTABLISHED.

YOU CAN DO SO MANY DIFFERENT THINGS TO GET TO THE HEART OF AN ISSUE AND THEN BE ABLE TO SAY I AM GOING TO BE THE CHANGE.

WHAT DO WE TELL OUR KIDS?

BE HONEST WITH YOUR CHILDREN.

LISTEN TO THEIR QUESTIONS.

CHILDREN ARE VERY HONEST PEOPLE. THEY HAVEN'T CHANGED THE WAY WE HAVE CHANGED.

SO WHEN THEY ASK YOU THAT HONEST QUESTION, YOU DO SOME RESEARCH, BUT HAVE AN HONEST ANSWER FOR THEM.

YOU HAVE TO DEAL WITH THAT IN THE PAST, YOU'VE DEALT WITH IT, CONTINUE TO DEAL WITH IT, AND YOU WILL BE ABLE TO MAKE YOUR WAY THROUGH THAT.

THANK YOU.

COULD ORGANIZATIONS JOIN TOGETHER FOR GETTING ACQUAINTED ACTIVITIES?

ABSOLUTELY, ABSOLUTELY.

WE'VE DONE THIS WHERE I PASTOR WITH OTHER CONGREGATIONS AND THOSE WERE PREDOMINANTLY WHITE CONGREGATIONS.

WE FOUND THINGS THAT WE COULD HAVE MEALS TOGETHER, COOK TOGETHER.

THAT WAS BEFORE COVID.

AND REALLY, INVOLVE OURSELVES IN CONVERSATION.

THE NEXT ONE, QUESTION HERE, LONG TIME QUESTION.

CHANGE FROM WITHIN OR WITHOUT THE SYSTEM, OF THE SYSTEM.

IF I FOLLOW POINT NUMBER SEVEN AND WORK FOR A COMPANY THAT IS NOT DIVERSE, I CAN NO LONGER INSIST FOR DIVERSITY IN LEADERSHIP.

AND THEN NUMBER EIGHT POINT, OR
CREATE OBJECTIVE SELECTION
PROCESSES IN THAT ORGANIZATION.
AND THAT POINTS TO NUMBER SIX.
CAN YOU HELP ME THINK THROUGH
HOW TO BALANCE THAT, INSISTING
ON CHANGE FROM WITHIN AN
ORGANIZATION VERSUS LEAVING THE
DYSFUNCTIONAL ORGANIZATION,
WHICH IS RIGHT?

WELL, YOU KNOW, YOU'RE GOING TO
HAVE TO BE THE JUDGE OF WHICH
ONE IS RIGHT, BUT IF YOU CAN
STAY AND BE A PART OF THE CHANGE
BASED ON YOUR EXAMPLE, TO BE A
PART OF THE CHANGE, THEN THAT
WOULD BE GOOD TO DO, BUT AT THE
SAME TIME, IF IT'S THAT
DYSFUNCTIONAL AND THINGS AREN'T
GOING WELL, THEN THAT'S WHEN YOU
NEED TO MAKE A DECISION AS TO
WHETHER YOU'RE GOING TO STAY OR
LEAVE BECAUSE IF YOU STAY,
YOU'RE PROBABLY NOT GOING TO BE
SPEAKING UP.

YOU'RE PROBABLY NOT GOING TO SAY
WHAT YOU NEED TO SAY.

YOU'RE GOING TO REMAIN SILENT,
SO THAT'S NOT GOING TO HELP
ANYONE.

SO IS THERE A RIGHT OR WRONG
WITH THAT?

I THINK THERE ARE WAYS TO BE
ABLE TO EXPOUND ON IT THAT IT'S
NOT TOTALLY RIGHT OR TOTALLY
WRONG.

I THINK THAT'S -- YOU WANT ME TO
STOP THERE?

I'VE GOT A COUPLE OTHER
QUESTIONS.

REBECCA, WHAT DO YOU THINK?

I GOT A COUPLE MORE.

>> Smith: WE HAVE A NUMBER OF
QUESTIONS THAT ARE COMING IN
HERE, SO GIVEN THE TIME, IF
YOU'D BE WILLING TO FOLLOW UP ON
ANY SUBSEQUENT QUESTIONS, THOSE
THAT HAVE BEEN SUBMITTED VIA
EMAIL, WE'D BE HAPPY TO DO THAT.
SO KEEP THE QUESTIONS COMING
HERE AS WE CLOSE OUT AT THE END,
AND WE'D BE HAPPY TO CONNECT
WITH YOU AFTER THE EVENT.
WE CAN SEND OUT THE RESPONSES TO

EVERYWHERE AS WELL.

ON BEHALF OF THE FOUNDATION AND
ON BEHALF OF LMH HEALTH AND OUR
VOLUNTEERS, I WANT TO LET YOU
KNOW THAT WE'RE SO GRATEFUL THAT
YOU TOOK PART IN TONIGHT'S
EVENT.

PERSONALLY I'M PROUD TO BE PART
OF NOT ONE, BUT TWO
ORGANIZATIONS, THE HOSPITAL AND
THE FOUNDATION THAT, RECOGNIZES
WE HAVE A LONG WAY TO GO IN THIS
WORK, BUT WE'RE COMMITTED TO IT.
TONIGHT WE LEARN MANY
OPPORTUNITIES THAT WE CAN OWN
THIS WORK, AND I'M GRATEFUL FOR
VERDELL FOR SHOWING US THE WAY,
AND I CAN REAFFIRM THAT WE'RE
COMMITTED TO IT.

SO THANK YOU AGAIN TO VERDELL.

>> Taylor: YOU'RE WELCOME.

THANK YOU FOR BEING HERE.

>> Smith: TO OUR FOUNDATION TEAM
AND TO OUR VOLUNTEERS, AND AT
THIS POINT, TO CLOSE OUT
TONIGHT'S COMMENTS, IT IS MY
PLEASURE TO INTRODUCE TO YOU
ERNESTO HODISON, A MEMBER OF OUR
LMH HEALTH FOUNDATION BOARD OF
DIRECTORS.

>> Hodison: THANK YOU VERY MUCH,
REBECCA.

YES, AGAIN, VERDELL, THANK YOU
VERY MUCH FOR THAT PRESENTATION.
THAT WAS VERY INSIGHTFUL AND WE
APPRECIATE THAT AND LOOK FORWARD
TO THE CONTINUED QUESTIONS AS
WELL.

THE ENGAGEMENT IS EXCELLENT.

I WANT TO THANK EVERYONE FOR
BEING HERE AND PARTICIPATING IN
THIS IMPORTANT DISCUSSION.
YOUR DESIRE TO ENGAGE IN THIS
WORK SAYS A LOT ABOUT YOU AND
OUR COMMUNITY.

WHEN TALKING ABOUT RACISM, THE
ONE THING THAT WE CANNOT WAIT ON
IS BEING COMFORTABLE.

IT IS BY NATURE AN UNCOMFORTABLE
DISCUSSION.

WE'LL NEVER BE COMFORTABLE UNTIL
IT DOES NOT EXIST.

RACISM IS NOT ABSTRACT.

IT IS REAL IN THE LIVES OF

PEOPLE OF COLOR IN OUR
COMMUNITY.
THAT IS WHY THIS PRESENTATION
AND OUR CONVERSATION TONIGHT IS
IMPORTANT AND OUR EFFORTS
TOGETHER MUST CONTINUE.
WE MUST BE WILLING TO BECOME
VULNERABLE IN FRANK DISCUSSIONS
ABOUT RACE.
A GREAT MOTTO I HEARD ONCE WAS
THE BEST THINGS IN LIFE ARE ON
THE OTHER SIDE OF A DIFFICULT
CONVERSATION.
THE DISCUSSIONS TONIGHT IS NOT
THE END OF OUR JOURNEY.
IT IS ANOTHER STEP TOWARD THE
GOAL OF ENDING RACISM.
WORDS, THOUGH, BECOME VALUABLE
WHEN ACTION FOLLOWS.
I FEEL THE WORDS MY MOTHER
SHARED WITH ME AS A YOUNG GUY.
SHE HAD TAKEN THEM FROM A BIBLE
PASSAGE IN THE BOOK OF JAMES.
SHE SAID TO ME, YOU SAY YOU
BELIEVE STRONGLY IN THIS, BUT
WITHOUT ANY WORKS.
INSTEAD, SHOW WHAT YOU BELIEVE
BY WHAT YOU DO.
WHAT WE DO SAYS A LOT ABOUT WHAT
WE BELIEVE AND WHAT WE BELIEVE
WILL LEAD US TO ACTION IN ENDING
RACISM.
YOUR SUPPORT IS INCREASINGLY
IMPORTANT TO THIS EFFORT, AND AS
YOU KNOW, THE GREAT PHILANTHROPY
THAT WE HAVE HERE WILL BE A
CATALYST FOR OUR WORK.
I WANT TO THANK YOU AGAIN FOR
BEING HERE AND BEING ENGAGED.
I'M SO THANKFUL FOR THE LMH
HEALTH FOUNDATION DONORS, THE
FOUNDATION STAFF, THE SENIOR
LEADERSHIP, THE VOLUNTEERS, THE
TRUSTEES, THE BOARD OF
DIRECTORS, AND OUR GREAT
COMMUNITY MEMBERS.
THANK YOU VERY MUCH AND
APPRECIATE TONIGHT.
HAVE A GREAT EVENING AND LOOK
FORWARD TO SEEING YOU SOON.
GOOD NIGHT.