



Confronting White Supremacy & Microaggressions in the Workplace

This half-day cultural humility training defines foundational terms related to whiteness, white supremacy, and racism, & prompts participants to consider how their white identities affect how they embody their professional role(s). Through self-reflection, discussion, and interactive activities, participants will recognize and challenge areas of discomfort and fragility based on internalized ideas about whiteness as “normal” or “superior.” Participants will complete a white culture checklist to identify potentially problematic areas of their workplace culture, and practice having difficult conversations taking responsibility for internalized white supremacy in order to make their areas of practice as anti-racist as possible. Participants will leave this training having completed honest self-reflection, with more resiliency in addressing white supremacist policies and cultural norms in their professional and perhaps, personal, lives, and leave with a list of further resource recommendations. Participants will:

1. Define racism, whiteness, white privilege, white culture, & white supremacy.
2. Review the cycle of oppression as one model describing how individual biased incidents create structural inequity.
3. Perform implicit bias self-reflection.
4. Define white fragility and practice identifying and sharing about white fragility.
5. Become familiar with the concept of microaggressions and learn to recognize and respond to racist microaggressions in their context.
6. Roleplay a) intervening when exposed to a racist microaggression and b) taking responsibility when called in after committing a racist microaggression.

After completing this training, participants will be able to:

- Identify pillars of white culture in their workplace policies, environment, and professional expectations.
- Use non-violent communication to take responsibility for racist language and microaggressions.

This workshop is most effective over 6 hours, though it may be shortened, lengthened, or offered in multiple sessions based on your needs. **For more information, contact Kelsey at (510) 516-4164 or Kelsey@kelseyachaconsulting.com.**



Kelsey Pacha, MA, M.Div. is a transman who has worked with marginalized communities for 15+ years. Kelsey supports the work of corporations, non-profit organizations, and other institutions in increasing their cultural awareness through programmatic consulting, education, and empowerment. He has presented workshops around the country, published academic resources on the impact of inclusive spaces for LGBTQ people, and serves as the current Board President of *Trans Bodies, Trans Selves*, working with thought leaders in mental health, medicine, policy, and culture in the transgender, gender expansive, and nonbinary communities and publishing a 650+ page resource by and for trans communities.