

Book Club

march 30 - *diversity enriches experience*

Boston University Community Service Center defines anti-racism as the practice of identifying and opposing racism. The goal of anti-racism is to actively change policies, behaviors, and beliefs that perpetuate racist ideas and actions.

Session Goals:

1. Explore conscious and unconscious biases

Reflect on how individual biases—both explicit and implicit—contribute to systemic racism and inform our beliefs, behaviors, and actions.

2. Collaboratively identify actions to foster an anti-racist community

Work together to share ideas and develop strategies for actively opposing racism in our personal lives, workplaces, and communities.

3. Deepen understanding and commitment to dismantling systems of oppression

Build knowledge about the structures that perpetuate inequality and explore actionable ways to challenge and change these systems through informed, intentional efforts.

Expect to be asked to share the title and author of your selected book and one major insight gained.

As you read your chosen book for this session, please consider the following

In *Uncomfortable Conversations with a Black Man* Emmanuel Acho writes: “Getting uncomfortable is the whole idea. Everything great is birthed through discomfort.” What does he mean by this? Do you think ‘discomfort’ is it necessary in an honest conversation about race and racism?

ON THE BOOK

- What themes or ideas resonated most with you while reading? Did you find any passages particularly impactful or thought-provoking? Why?
- What examples of community resilience, activism, or allyship does the book highlight?
- Are there historical or cultural contexts presented in the book that you weren't aware of before?
- How does the author describe or illustrate systemic racism in their work? How does the author describe the impact of systemic racism or oppression on individuals and communities? How does the book describe the role of institutions, policies, or laws in perpetuating racism?

ON PERSONAL REFLECTION

- How does the book challenge or deepen your understanding of privilege, bias, or inequality? What examples of bias or privilege did you notice while reading? Did the book reveal any biases or blind spots in your own thinking? How did that feel? Were there any parts of the book that were especially uncomfortable or difficult to process? Why? Did the book challenge any of your assumptions or beliefs? How?

- How do the ideas in the book connect to your own experiences or observations in your community?

CRITIQUE AND GROWTH

- Was there anything in the book you disagreed with or found challenging to understand?
- Were there gaps in the book's discussion of systemic racism or oppression that you noticed?

ON COMMUNITY, SYSTEMS, AND ACTION

- How does the book inspire you to contribute to building a more equitable and inclusive society? What solutions or calls to action does the author propose?
- What specific actions or practices does the book encourage you to adopt? What can we do—individually and collectively—to contribute to dismantling systems of oppression? What steps can you take to apply the insights you've gained to your daily interactions, workplace, or community?

Acho also writes that a good place to start one's allyship is with the question, "How are you as a white person holding other white people accountable?" For white readers: How would you answer this? How have you already manifested allyship in your life? Can you think of an instance in which you could have been a better ally? How do you plan to carry your allyship forward?

In addition to reflecting on the questions provided, I invite you to take the Implicit Bias Test linked in the resources on the book club page. You will not be asked to share your results, This is a personal exercise designed to foster self-awareness and provide context for our discussion.

"Ending racism is not a finish line that we will cross. It's a road we'll travel." - Emmanuel Acho

My hope is that we can come together in a spirit of openness and collaboration—learning from one another as we explore how to dismantle systems of oppression and build a more equitable world. Let's engage thoughtfully and courageously as we **travel this road together**.

Some terms to know

- Race
- Ethnicity
- Racism
- Systemic Racism
- Structural Racism
- Institutional Racism
- Anti-Racism
- Colorism
- Color Blindness
- Discrimination
- Diversity
- Prejudice
- Microaggression
- Racial Profiling
- Racial Justice
- Stereotype
- Unconscious Bias
- BIPOC