

## Courageous Conversations "The Emotional Tax for Women of Color"

### Facilitator Guide

#### Rules of engagement for the discussion:

- 1) Be respectful
- 2) Listen with an open mind and heart
- 3) As you share your thoughts and experiences do not share names of individuals in stories or testimonials
- 4) Identify 1-2 things you will do different after you leave today

#### Conversation Starters:

Below is a list of conversation starters designed to get the participants to not only think about the gaps that may exist, but most importantly the opportunities and potential solutions to enhance our environment.

Please encourage the participants to be candid, as we want to hear their experiences while we identify potential solutions and ideas to make improvements.

Please feel free to add your own personal verbiage or a quick story to set up each of the following questions. It will bring it to life, add more context and break the ice for the participants to feel more comfortable to open up.

Emily	Share the objectives of the session and the grounds rules for a respectful and productive conversation. Read the definition of Emotional Tax as defined by Catalyst Research. (See attached document)
	<p>The women and men of color surveyed by Catalyst said they endure experiences of being singled out or excluded because of their gender, race, and/or ethnicity on a regular basis..</p> <p>A majority of women and men across racial and ethnic groups—</p> <ul style="list-style-type: none"> <li>• <b>58%</b>—report being highly on guard</li> <li>• Asian women (51%),</li> <li>• Black women (58%),</li> <li>• Latinas (56%),</li> <li>• Multiracial women (52%)</li> <li>• Black men (64%)</li> <li>• Latinos (60%) .</li> </ul> <p>The reasons reported for being on guard is that they are anticipating bias based on other aspects of their identity, such as physical appearance, physical ability, age, and religious beliefs. Hispanic respondents are significantly more likely than Latinos to anticipate bias based on their physical appearance (e.g., skin tone, weight, body size, hair style).</p> <p>What could be the potential impact of this in the workplace, and what can we do as associates and leaders to minimize this dynamic?</p>

	<p>Let's talk about "fitting in", "assimilating and "having the same values and beliefs of a company" and how they differ? Please share how you feel about these 3 behaviors, and how do they contribute or detract to or from building an inclusive environment? Is there a different way to talk about these things that allows everyone to be their authentic self and contribute to the firm in even greater ways?</p>
	<p>What are some tools, books, or experiences you would recommend to help individuals who are experiencing emotional tax, and what are some things we can we all do to minimize the anticipation of bias in the workplace?</p>
	<p>Let's not exclude men of color in this conversation. In the United States, researchers find that White men often benefit from dominance behaviors consistent with stereotypically "masculine" ideals. However, men of color are more likely to be penalized for the same behaviors.</p> <p><b>For example:</b></p> <p>Behaviors that are regarded as assertive when performed by White men may be seen as aggressive when enacted by Latino or Black men. In contrast, Asian men are stereotyped as passive and non-dominant. When they act more assertively—contradicting the stereotype—they may be penalized as well. Understanding how men of color can pay a price for behaviors that are rewarded in other men is key to building an even more equitable and inclusive environment. What are some things we can do to better understand cultural norms and level the playing field for how behaviors are more thoughtfully rewarded or penalized?</p>
	<p>Because of many of the things we've already discussed peer to peer advocacy for women and men of color is sometimes jeopardized for the same reasons of anticipation or fear that they will be seen as supporting someone like themselves versus due to merit. What are some ideas for how POC and non POC can become better mentors and advocates for others like and not like themselves?</p>
	<p>(Round-Robin) What is one thing you will do differently after today's courageous conversation?</p>
	<p>Closing comments and ask for evaluations to be completed</p>