Antiracism, Allyship, and Authenticity: Building Internal Capacity for Institutional Change

Mini Dialogue #1: Authenticity

Explain how organizations normalize whiteness through constraining the authenticity of non-White employees, and the benefits of unleashing that authenticity.

RELEVANT CONTENT

- Being Your True Self at Work: Integrating the Fragmented Research on Authenticity in Organizations [Video Teaser] [Managerial Insights]
- The Benefits of Bringing Your Whole Identity to Work
- Leveraging Minority Identities at Work: An Individual-Level Framework of the Identity Mobilization Process
- Strategies for Managing Impressions of Racial Identity in the Workplace
- Wearing the cloak: Antecedents and consequences of creating facades of conformity
- The Costs of Code Switching
- Working from Home While Black
Mini Dialogue #2: Allyship

Develop skills as allies to build effective alliances that oppose racism and sustain change.

RELEVANT CONTENT

- Because you’re worth the risks: Acts of oppositional courage as symbolic messages of relational value to transgender employees
- What Can We Do? Skills for Dismantling Anti-Black Racism
- Reinvigorating Research on Gender in the Workplace Using a Positive Work and Organizations Perspective
- Applying positive psychology to advance relationship science
- Cultivating openness to change in multicultural organizations: Assessing the value of appreciative discourse
- Expanding opportunities for diversity in positive psychology: An examination of gender, race, and ethnicity

Mini Dialogue #3: Antiracism

Create actionable strategies for working across differences to build antiracist practices and structures that allow all members to thrive.

RELEVANT CONTENT

- A Theory of Racialized Organizations
- Why so many organizations stay White
- The Colorblind Organization
- U.S. Businesses Must Take Meaningful Action Against Racism
- Seeing Beyond COVID-19: A New Vision of Fair and Equitable Performance Management