FREE VIRTUAL PANEL DISCUSSION
TUESDAY, AUGUST 4, 2020
1:00-2:30 PM ET

ANTIRACISM, ALLYSHIP, AND AUTHENTICITY:
BUILDING INTERNAL CAPACITY FOR INSTITUTIONAL CHANGE

MODERATORS
Sandra Cha (Brandeis University), **Alyson Meister** (IMD Business School), **Lumumba Seegars** (Harvard University)

PANELISTS
Patricia Faison Hewlin (McGill University), **Courtney McCluney** (Cornell University), **Verónica Caridad Rabelo** (San Francisco State University), **Victor Ray** (The University of Iowa), **Katina Sawyer** (George Washington University), **Meg Warren** (Western Washington University), and **Ella Washington** (Ellavate Solutions)

Presented by the Center for Positive Organizations at the University of Michigan Stephen M. Ross School of Business and the Managerial and Organizational Cognition (MOC) Division of the Academy of Management.

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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](#)

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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](#)

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