

My Black is
Beautiful™


The Talk

**FACILITATOR GUIDE
TO FOSTER DIALOGUE**

WELCOME

Welcome and thank you for joining us in the movement toward establishing common ground among diverse communities! We are asking community members, like you, to help us continue the conversation around bias. We know bias is a tough topic to tackle. But, we believe acknowledging and understanding it allows us all to work together to put an end to its harmful effects. Only through this deeper understanding of bias can we create a better world for everyone!

“The Talk” Starts with **YOU!**

Through “The Talk,” P&G and MBIB hope to raise awareness and understanding for the bias that persists in America today and encourage people of all backgrounds to show up for one another in the quest to end all forms of bias. While “The Talk” is just one story, we recognize that there are many more stories out there. This video alone in no way represents a complete solution, but we do hope it can help spark seeds of change.

We are especially excited to have you as an integral part of The Talk movement and its success. P&G and My Black is Beautiful’s “The Talk” aims to foster listening and dialogue for change, and we need your commitment to help us go above and beyond our goal.

Let's Get Started!

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YOUR ROLE:

As a Facilitator, you will be leading others in the conversation around the many different forms of bias we face in America. This could start with your own family and/or a community organization you are a part of, or just one mentee. Regardless of the size of the group, in person or on social media, we can all feel empowered to make a positive difference and impact within our community for a better tomorrow. Everyone counts! Your role as leader is centered on the key word "dialogue."

Therefore, we encourage you to utilize the tools and resources provided here to engage others, the conversation for change and drive understanding.

Feel free to bring your creative personality into this movement. But don't worry, we will help you every step of the way! Remember, together, we can make an incredible difference.

WHAT TO EXPECT:

Register:

First, we would like to know more about you and your group. This is an at-will commitment and free to participate. However, we want to build a greater connection with your community in order to support the best way we can. In addition, if you have not already done so, please LIKE our Facebook page at [facebook.com/mbib](https://www.facebook.com/mbib), follow us on Twitter (@MBIB) and Instagram (@MBIB), and subscribe to our YouTube channel ([Youtube.com/MBIBVideo](https://www.youtube.com/MBIBVideo)).

Plan:

Next, we ask that you use our tools to help you lead the conversation in your community. We have great tools and resources to help you get the conversation started. We suggest you begin with the The Talk 2-min film for reference and then host a discussion with members of your community on ways to shift the negative impacts of bias.

Activate:

We developed a discussion guide that includes thought-provoking questions to help get the conversations started within your group.

Share:

Most importantly, we want to hear from you. Let us know how you plan to share our message and impact the community, and how your group responded to The Talk film, discussion guide and activities, as well as outcomes of the group interaction. After your event, we ask that you share your experience and feedback – comments, stories, photographs, video or whatever content you wish to contribute.

SECTION I

COMMUNITY CONVERSATIONS

In this section, you will find:

“The Talk” Overview

Hosting a Community Forum

Sharing Feedback, Ideas, Comments and Content
from your Community Forum



“The Talk” is a 2-minute short film that was previously released in July 2017 by Procter and Gamble’s My Black is Beautiful™ brand. The film depicts the conversations that Black parents have with their children to prepare them for the racial bias they may face in the world. It is our hope that “The Talk” will help spark conversations and explore how people from different backgrounds can use listening and dialogue to form a common ground of understanding.

The Talk is grounded in real consumer experiences and illustrates racial bias from the viewpoint of an African American mother. Throughout the film there are scenes of mothers having a version of “The Talk” with their son or daughter in various situations across different decades. These depictions of “The Talk” illustrate that while times have changed, racial bias still exists.

While “The Talk” focuses on bias from the viewpoint of an African American mother, we know that bias can take many shapes and forms, across gender, race, age, weight, sexual orientation, and more. And we encourage everyone to have conversations around them all.

Since the initial release of “The Talk” in July 2017, My Black Is Beautiful™ has continued to use the platform’s voice and reach to draw attention to the important issues that matter most to Black Americans. Together, P&G and My Black Is Beautiful™ are supporting efforts to drive listening, dialogue, and understanding to find common ground and end the harmful effects of bias:

- Talk About Bias Tuesdays – continued conversation on MBIB Facebook page through dedicated social media posts
- Launch of a downloadable action guide to foster listening, dialogue and understanding
- Multi-city Community Girl and Guy Talk Sessions in Partnership with UNCF Empower Me Tour
- Cincinnati-based “The Talk” Community Conversations exploring bias and unpacking our racialized experiences in partnership with Greater Cincinnati Association of Black Journalist, the Underground Railroad Freedom Center, City of Cincinnati, and the Consortium of Young Professional Network

Despite the progress we have made as a nation, bias, judgment and misunderstanding still remain prevalent and continue to impede progress and full contribution. This is why P&G and MBIB are taking a stand against bias and leveraging their influence to advocate for change. The time is now and here is how you can join the movement!

HOSTING A COMMUNITY FORUM

Host a powerful experience for your friends/family, community organization or group. As you can imagine, this is no ordinary short film, but one that we hope will impact change through dialogue. Below is a step-by-step guide of how you can host a meaningful event discussion.

STEP 1: CHOOSE A VENUE

The first step is to find a venue. Depending on the size of your group, you want to find the right space that will accommodate your party size comfortably and allows room for seating, viewing and conversation.

You might want to consider a coffee shop, a college campus club room or classroom or even the local library. This is also a great opportunity to support a local community center. Last, but not least, you can always host this event at someone's home. A key to success is to create a comfortable environment that inspires communication and sharing of ideas and thoughts.

STEP 2: DETERMINE A STRUCTURE FOR THE EVENT

OK, you have a venue. So now you need to decide on the best day and time to have your event. Be sure to consider the age and demographic of your attendees, the agenda for the day and how much assistance you will have on hand to help you organize and prepare. The short film is only 2-minutes long, so we encourage you to consider an activity or speaker to open up the dialogue and warm up the group.

Once you have an idea of the number of guests, you can begin to plan your activities accordingly. We have included sample event agendas for various group sizes in the Resource Section to assist you. Generally, our community conversation events are about two hours from start to finish. However, don't let timing limit you; instead, let it inspire you! You'll know how much time your group will dedicate to the event. If you have no idea which day works best, put some feelers out to see if people have a preference on the day. To help you organize the day, we have included an example agenda (resources section) for your use and to help you plan your day.

STEP 3: CREATE CONVERSATION GUIDELINES

When hosting your discussion event, here are some things to keep in mind to create a safe environment for all:

- Contribute your thinking
- Speak with your mind and heart
- Listen to understand

- Link and connect ideas
- Listen together for patterns, insights and deeper connections
- Respect each other's stories and personal experiences
- Focus on what matters
- Have Fun

STEP 4: INVOLVE ADDITIONAL ACTIVITIES

While your event is centered around driving conversation, it's an excellent opportunity to foster bonding and fellowship among your guests too. The first activity that you might want to consider is incorporating food or drink, such as a healthy snack menu and light beverages. Depending on the size of your group, there are several options you might want to consider: food or snacks can be donated from a local business or catering company, or you can host a potluck-styled event where your guests bring a snack and share. The discussion can also be planned around a luncheon or light dinner.

Other Activities to Consider:

Group Icebreakers. This is a great activity for kicking off your event, especially with a large group meeting for the first time. Icebreakers can assist in creating a welcoming and safe environment to share and have dialog. You can find a few of our favorite icebreaker activities in the resource section of the guide.

A panel discussion. This can consist of local leaders, your group's executive board or leader, or maybe inspirational speakers. The goal is to offer a diverse group that will lend to a broader conversation and inspire others.

A guest speaker. Teachers, local politicians or local law enforcement and activists that are key players to the development of the community are great to have to enrich the conversation.

STEP 5: PROMOTE, INVITE AND SPREAD THE WORD

You have a location, date, guest list, food/drinks and have determined your activities. Now, you are ready to publicize the event.

Invitees: First and foremost, you want to confirm your attendees. Depending on your

outreach, there are several different ways to invite and secure attendees. For example, if you are a leader of an organization, simply follow their guidelines for engaging your group. If you are facilitating a larger group or opening this to the public, you may want to consider a service such as Eventbrite, which will allow you to collect information and tally and track your guests

easily online. You should also consider creating a Facebook event and tag us so we can look for your feedback!

We encourage you to invite and alert your local media of your community conversation event as a way to amplify your efforts and gain community support. Sounds scary? It isn't. You're doing a good thing, and the media loves to share good news. Here's how to do it:

Media Alert: A media alert notifies the media of your event. All you do is write a simple, one-page media alert to notify the press of your event and invite them to attend and report on the experience. The media alert is always brief, but compelling, and sufficiently informative to pique interest. It should make clear that there are visual opportunities for TV cameras and print photographers.

The media alert includes pertinent information: the who, what, when, where and why of your event (this is a great tool for if you are featuring a local politician, speaker, or panel of local personalities). Once completed, you should send it to your local media including newspapers, radio, TV and online community news sites.

Press Release: To build a story around and garner interest in your event, you should consider developing a press release. A press release is a written statement to the media. It announces a range of news items, including scheduled events, like the one you are planning. It can also be used in generating a feature story in the media. Reporters are more likely to consider a story idea if they first receive a press release.

The release should include the information you would like to communicate and the purpose of your event.

Again, if you were able to secure a speaker or several people to participate on a panel, the press release would include their names, roles and possibly a statement from them. Note, be sure to secure permission and review your final release with anyone whom provides a statement. Overall, you want to provide the media a story and entice them to attend and cover your story. You want to send this release out to local media outlets including print, TV, radio, local bloggers and online community websites.

We have included a template with instructions for your use in the Resource Section of this guide.

Promote! Promote! Promote!

Social media is the fastest and most popular way to reach people and share information today. Below, we have provided key information for you to leverage as you bring the conversation on bias to your network online. Remember, use hashtag #TalkAboutBias and don't forget to tag us on Facebook, Twitter and Instagram!

Social Media Platform	Twitter	Facebook	Instagram
MBIB Handles	@mbib	@mbib	@mbib
Hashtags	#TalkAboutBias	#TalkAboutBias	#TalkAboutBias
Suggested Post Language	I want to talk about 'The Talk' so we can end the need to have it. View the video and let's #TalkAboutBias. (LINK)	I want to talk about 'The Talk' so we can end the need to have it. View the video here and let's #TalkAboutBias. (LINK)	I want to talk about 'The Talk' so we can end the need to have it. View the video and let's #TalkAboutBias. (LINK)

STEP 5: SHARE FEEDBACK, FRESH IDEAS, COMMENTS AND CONTENT WITH MBIB

Here are clear steps on what tools are available to help you easily share back the outcomes/ feedback of your conversation. Here are a few steps on how to post pictures and videos on your experience.

Step 1. Log-on to Facebook.

Step 2. From your page or organization's page, in the "status" section, select "photo."

Step 3. Upload your videos, photos and comments.

Step 4. Be sure to tag My Black is Beautiful (@MBIB), your group and individuals. Include the hashtag #TalkAboutBias. Then post.

Step 5. Leave a comment on the MBIB Facebook and Twitter page "I just uploaded (@group name) (comments, feedback, video, photos or activity) from our #TalkAboutBias event.

Step 6.

TAKE ACTION!

Congratulations!

You are now ready to lead the charge in starting an important dialogue and help us take steps toward creating change. You have leveraged all the tools and resources and now you are ready to engage in a wonderfully powerful experience.

From all of us at My Black is Beautiful, it is with filled hearts and deep gratitude, that we thank you for making a commitment to protecting and promoting unity within our communities.

SECTION II

WALK THE TALK

In this section, you will find:

Hosting A Community Walk and Talk Experience



Communities have long come together to create impact through walk experiences. Walk the Talk is just another way to raise awareness and encourage conversations around racial bias among the community.

The journey starts with a single step. This outdoor public event will be for participants of all ages, races and demographics to join you in the journey towards a day when "The Talk" will no longer be needed. Here is how you can host a "Walk the Talk" event in your Community:

Identify a walk route and event date: This is best held in a contained area, such as local neighborhood park. Be sure to check to see if any permits are required to host your neighborhood walk event.

Create an Invite: This can be as simple as a Facebook event and/or posting a flyer in or around the walk location for local members of the community to join the movement

Repeat Step 4 & 5 of Section I: Promote and Spread the Word, Share your Experience & Feedback with MBIB

"We all have cultural bias, racial bias. One of the difficult things around this subject matter is to deny that we have places we go to subconsciously, and unless you consciously decide that that's wrong and you've got to do something about it, especially if you're in a position of power, it won't change"

- David Oyelowo

SECTION III

DISCUSSION GUIDE

In this section, you will find:

“The Talk” Facilitator’s Discussion Guide



“The Talk” Facilitator’s Discussion Guide

My Black is Beautiful is proud to present this Discussion Guide as a means to help us change the conversation about bias.

The discussions and activities in this guide are can be done individually or in groups. Simple, thought-provoking themes and activities were chosen for each conversation; however, there may be some instances in which topics not listed resonate more.

Feel free to build and expand on the themes provided, as these were designed to spark meaningful conversations and allow voices to be heard. Should you build and expand on these themes, we encourage you to please share with us so we can share your creativity and successes with our community.

TOPIC: LET'S TALK ABOUT "THE TALK"

Time: 20 Minutes (Before the screening) 10 Minutes (After viewing)

Tools: Notebooks, Pens, Chart Papers and Markers

Part A: Understanding "The Talk":

Prior to watching the short film, have the group engage in a conversation. Open by explaining the significance of "the talk" and on a big board/chart paper and capture some of the responses from the discussion points below.

1. As African-Americans, "the talk" has been an integral part of growing up in America for generations. Tell us your initial thoughts. Why are we still having this conversation with our children/community today?
2. As a non-AA what are some of the talks that you've had?
3. Tell us about your first "talk" experience you were given by your parents and/or gave to your children. What was the reaction and how did that change your perspective on the world?
4. Have you encountered bias of any kind? What did you learn from the experience?
5. In the last year, how has my race impacted my experience within the world?

Part B: Finding Solutions

Have the group view the short film. Then re-engage in conversation about bias. Discuss the following:

1. What is the importance of these generational "talks" in our community and what drives our need to still have this conversation that we've been having for decades?
2. How can I navigate discussing race & racism in ways that balance sensitivity and courage?
3. How might we act boldly in the face of everyday bias?
4. How can we encourage people today to go beyond "the talk" and mobilize our thoughts and actions to end bias?
5. After viewing this film, would you share the film? What would you want your friends/colleagues/family members to do get involved?

Part C: CLOSING REFLECTIONS

Use the below questions to closeout your event. These prompts will help to identify tangible actions we can all take to impact change.

1. What is one thing that I learned?
2. What is one thing that I will share?
3. What is one thing that I will do?

TOPIC: ACADEMIC EMPOWERMENT

Time: 20 Minutes

Tools: Notebooks, Pens

Part A: Public School Education

Studies have shown public schools and inner cities schools are attended by majority minorities. Yet, there are issues that plague public school systems like “No Child Left Behind,” poverty, family factors as well as a lack of funding.

1. What needs to happen to improve schools attended by majority black and Hispanic students and what will happen if we don't fix it?
2. What role do parents play in ensuring that their children are provided with the best education available from the public school system?
3. What can be done in our community to better support low-income and poverty stricken families who have children attending school?
4. How can students become more academically empowered and what resources are available for them to achieve academic success outside of the public school system?
5. How can high school aged students break down racial and cultural barriers that may be experienced in classrooms?
6. How can students create a deeper understanding for each other in academic environments?
7. What are the biggest issues that students face today that are unique to issues their parents and earlier generations may have faced. How can they become better equipped to stay on track academically despite these challenges?

Part B: Higher Education

Today, there are 101 HBCUs across the United States, roughly the same since the 80's but down from the 121 HBCU's since the 30's. This is according to Pew Research Center Analysis of Data from the National Center for Education Statistics. Recently, HBCU issues have been in the headlines because of budget issues, school cost, low graduation rates, and several other challenges that could lead to the demise of black colleges and universities. However, since the inception of HBCUs, they have played a pivotal role in transforming the landscape of higher education in the U.S. for African Americans.

1. What do you feel needs to happen in order to keep black colleges successfully up and running?
2. How do HBCUs prepare Black youth for the realities they will face of being Black in America?
3. What is the importance of HBCUs today and what can we, as community members, do to continue to help them strive?
4. How do HBCUs help level the playing field for Black youth?

TOPIC: SELF-ESTEEM (CULTURE)

Time: 20 Minutes

Tools: Notebooks, Pens

Children as young as five can understand issues like fairness and social issues such as race.

1. Have the self-esteem issues facing young Black boys and girls been ignored by media and, if so, how should we as community leaders address them?
2. If childhood is one of the more difficult times for parent-child communication, how can communication be fostered?
3. How should the conversation about bias and fairness be addressed between parents and children?
4. How do the negative media portrayals of minorities impact self-esteem and how minorities view themselves?
5. Why is it harmful to hear qualifiers such as "for a black girl" at the end of compliments?
6. What are some positive ways that we can combat and deflect micro-aggressions that we experience?
7. How can young people empower each other to feel beautiful both inside and out?

TOPIC: COMMUNITY POLICING

Time: 20 Minutes

Tools: Notebooks, Pens

Recently, the “Institute for Women’s and Policy Research” released new data on the interaction between black women and police. Part of that research included statistics from a study that examined police practices in New York. It found that of all the women stopped by police in 2013, over half were Black (53.4 percent), while 13.4 percent were white. While we have seen media attention shift its focus to the racial profiling of black men, the racial disparities between black men and women are nearly identical. Thinking of the scene in “The Talk” between the mother and daughter in the car, discuss the following:

1. What is your opinion on where we are with police-community relations?
2. How can young people make positive connections with their local police departments?
3. How can police organizations and communities come together to better connect with youth? How can you forge these types of interactions in your community?

Additional Empowerment Activities You Can Do

My Black is Beautiful is committed to creating a world for everyone – a world free from bias, with equal representation, equal voices and equal opportunity. With this in mind, we’ve provided a few activities that can be completed as a positive reinforcement of your cultural self-identity.

Vision Board and Personal Manifesto

Take a moment to write your own personal manifesto and create a vision board around it. Using magazines, photos, quotes, etc., create a beautiful masterpiece that will encourage and empower you day after day to be your best self.

My Black is ...

Take a minute and think about what your black is and write it down on a sticky note. Affix this to your mirror and affirm what your black is every morning.

I Think You’re Beautiful

Every day, let one person around you know that they are beautiful and compliment them on what makes them unique. Inspire them to do the same.

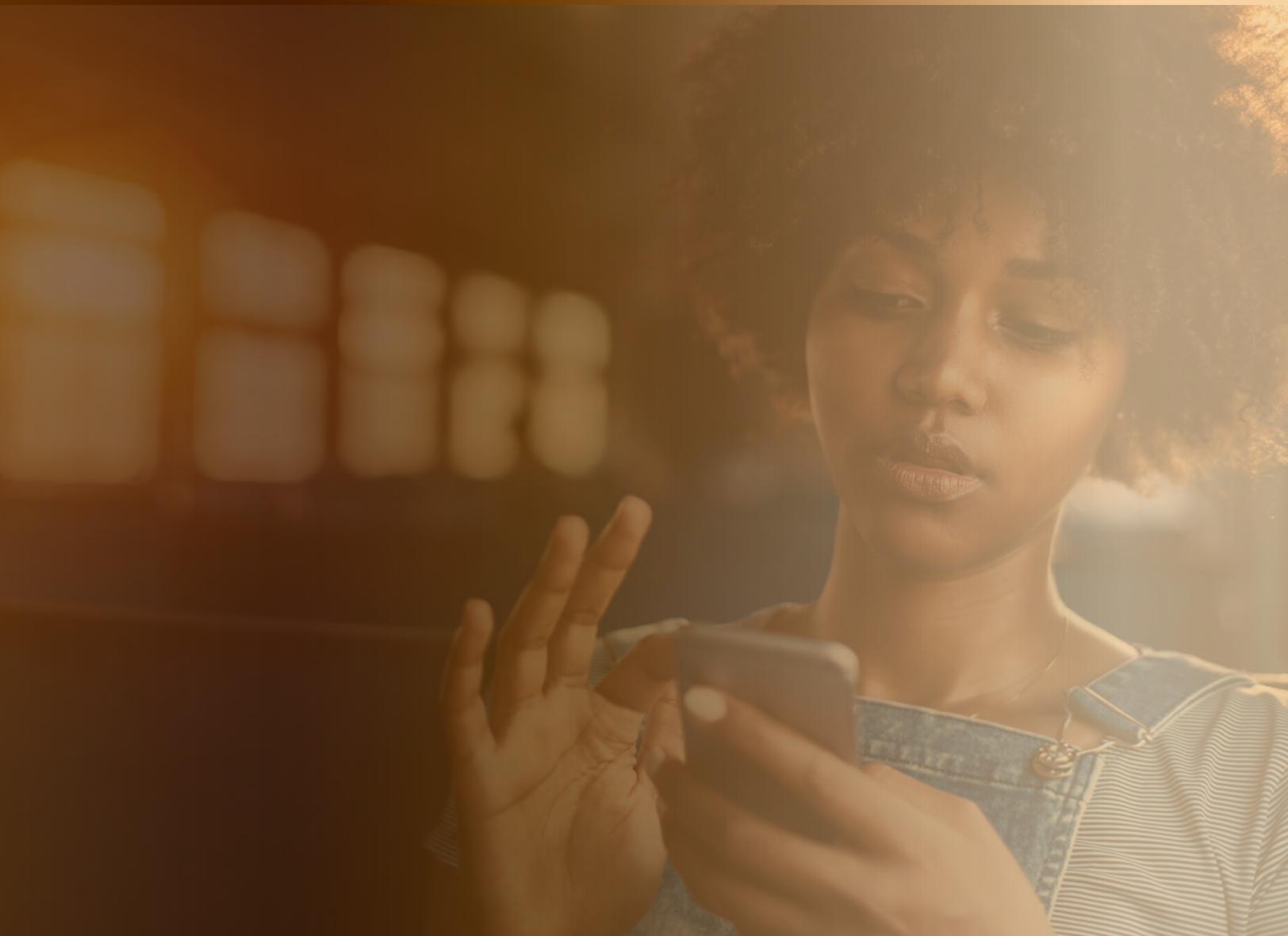
Keep a Journal

Document your own personal journey of self-discovery. Your journal can serve as an outlet for your thoughts and emotions and can help you remember details. Getting started is easy. You can begin by writing down 5 to 10 things that make you great and describe how you felt when writing the list.

SECTION IV

In this section, you will find:

Social Media Guidelines



Social Media Guidelines

Social media sharing is essential to how you will communicate your feedback and share your experience. Please join the My Black is Beautiful community on Facebook ([facebook.com/mbib](https://www.facebook.com/mbib)), Twitter (@MBIB) and Instagram (@MBIB) to share with starting a conversation about bias can impact the way the world views it.

Below are a few rules-of-thumb to consider as you post content about The Talk including key phrases and words to consider in developing your social posts & tweets.

1. Everyone loves photos and videos! They tell great stories and can be so inspiring.
2. We want to ensure we receive your posts and can track activity, so please make sure to tag the My Black is Beautiful Facebook page and use the #TalkAboutBias hashtag.
3. Please keep in mind: your social media posts/tweets can include a link to your website, photos and/or videos.
4. Ask questions; respond to social posts or tweets. You'll notice the more you engage with your social communities/groups, the more engagement you'll see in return.
5. Hashtags (#), @mentions and abbreviations are very important in the social media world. They connect your social media conversations to the world, as well as make your content easier to find. Ensure you're using them effectively by studying a few well-known social media personalities and their online habits.
7. Our goal is to reach and teach millions of people, and together we can do that. We hope you will use language that will uplift and push our initiative forward. Below are a few key phrases to use when referencing 'The Talk'.

Hashtags	Key Phrases to Use
#TalkAboutBias	I want to talk about 'The Talk' so we can end the need to have it. View the video and let's #TalkAboutBias
#MyBlackIsBeautiful	Real talk: It's time we #TalkAboutBias.
#MBIB	The conversations Black parents have but don't want to...that's 'The Talk.'

Thank you,

because talking about bias leads to dialogue that establishes common ground and understanding.

What you will witness is more than a discussion. It is a cultural point of view that reflects the truths that millions of Black households face in America today. P&G's "The Talk" was born out of real insights that were shared from individuals like you who revealed their realities with us. "The Talk" represents an ever-evolving community of like-minded men and women who have bravely shared their stories with us.

While "The Talk" focuses on bias from the viewpoint of an African American mother, we know that bias can take many shapes and forms, across gender, race, age, weight, sexual orientation, and more. We are delighted that you chose to add your viewpoint and experience to this conversation.

With you by our side, we will bring people of different backgrounds and experiences together so they will be able to have conversations where they find commonalities with each other about bias. Only through this deeper understanding of bias can we create a better world for everyone.

We hope you find the guide and tools we've provided useful and use its message to change the conversation. We look forward to hearing all of the experiences and deeper understanding established from you soon. We all want to express our sincere gratitude and thanks for being part of something larger than all of us.

Don't forget to join us on Facebook at facebook.com/MBIB and be a voice for change.

— P&G My Black is Beautiful Team

SECTION V

RESOURCES

In this section, you will find:

Icebreaker Activities

Example Event Flow

The Talk Overview Handout Page



Community Conversation Event Icebreaker Activities

1. A Beautiful Me Drawing - give everyone a piece of paper and a pencil. Allow 5 minutes to draw a picture that conveys who they are without writing any words or numbers. At the end of 5 minutes, the leader collects the pictures. Show the pictures to the group, one at a time, and have them try to guess who drew it. Each artist can then explain how their work expresses who they are. (Inspirational Source: <http://insight.typepad.co.uk/insight/2009/02/10-more-icebreakers.html>)

2. The My Black is Beautiful Juggle - Toss a ball around and whoever catches it has to describe themselves with (1) positive character trait. Once the person shares with the group, they will continue the game by tossing the ball to another person in the group, and so on. The icebreaker will end after each person has shared. (Inspirational Source: <http://insight.typepad.co.uk/insight/2009/02/10-more-icebreakers.html>)

3. Find My Beautiful Twin - This game is played in rounds, and in each round members of the group will be asked to find their twin by asking three questions.

The facilitator will provide direction on how people should find their twin in each round:

- **Round 1** - Find someone the same height as you
- **Round 2** - Find someone who is in the same year at school
- **Round 3** - Find someone who likes the same type of music, etc.

When everybody has found their twin, they ask each other the three questions:

- What is your name?
- How do you portray your beauty?
- What do you want to learn from being here today?

(Inspirational Source: <http://fervr.net/youth-group/top-13-youth-group-mixers-icebreakers>)

The Talk Community Conversation Sample Event Flow

Estimated Time Duration: 2 Hours

EVENT	DURATION
1. Attendees arrive to the event. Facilitator provides refreshments and inform guests where to sit	15 minutes
2. Facilitator begins the event. a. Welcome attendees b. Provide introductions c. Discuss purpose of the initiative d. Provide overview of event agenda e. Encourage attendees to follow MBIB on social media; Tweet, Facebook and/or Instagram experience and key learnings, using hashtags #talkaboutbias; share learnings with loved ones and community members	15 minutes

EVENT	DURATION
3. Facilitator conducts icebreaker activity with attendees (see page 20 for sample icebreaker activities)	10 minutes
4. Attendees view "The Talk" short film	30 minutes
5. Facilitator moderates panel discussion with community leaders, group's executive board/leaders, etc.	20 minutes
6. Attendees participate in group discussions with individual moderators on various topics from facilitator's guide	20 minutes
7. Facilitator wraps up group discussion/screening event a. Attendees provide key learnings from event b. Facilitator encourages attendees again to follow MBIB on social media; Tweet, Facebook and/or Instagram experience and key learnings using #talkaboutbias, share learnings with loved ones and community members as well	10 minutes

The Talk Overview Handout

Black families have long known the importance of having frank and transparent conversations with their children about issues ranging from race and social justice to law enforcement and personal safety. Affectionately known as “the talk,” these conversations are even more critical in times of unrest and volatility. “The Talk” – presented by My Black is Beautiful (MBIB) – will delve into some of the issues that are driving conversations in Black homes across the country.

Through “The Talk,” P&G and MBIB hope to raise awareness and understanding for the bias that persists in America today and encourage people of all backgrounds to show up for one another in the quest to end all forms of bias. While “the Talk” is just one story, we recognize that there are many more stories out there. This video alone in no way represents a complete solution, but we do hope it can help spark seeds of change.

For more information, you can visit www.myblackisbeautiful.com or mbib.com to learn about our anti-bias initiatives and how you can get involved.

Action Steps To Take

Parents	<ul style="list-style-type: none"> Start the Conversation with Children Become a Role Model Expose Children to People of Different Backgrounds Correct Incorrect Behaviors and Actions
Adults (Non-Parents)	<ul style="list-style-type: none"> Start the Conversation with Children Become a Role Model Expose Children to People of Different Backgrounds Correct Incorrect Behaviors and Actions Talk to Family and Friends about Bias Check Your Circle of Friends When Unconscious Bias is Displayed Share Your Personal Story Facing Bias Using #TalkAboutBias Become Involved in Activities that Expose You To People from Different Backgrounds If You See Bias, Speak Up and Offer Support
Community Organizations	<ul style="list-style-type: none"> Host Panel Discussions that Bring Community Leaders Together to Talk About Bias Implement and Expand Unconscious Bias Education Schedule Networking Activities with Community Members of Different Backgrounds and Experiences
Adolescents (Ages 12 – 17)	<ul style="list-style-type: none"> Talk to Your Parents about Bias Become a Role Model for Younger Siblings Display Empathy and Compassion for All Groups of People Entertain Friendships with People of Different Backgrounds

THANK YOU!

Specials Thanks to our Contributors:

City of Cincinnati Human Relations Commission
with a group of Diverse Young Professionals

(African Professionals Network,
Urban League Young Professionals of Greater
Southwestern Ohio, Jewish Community
Relations Council of Cincinnati)

Greater Cincinnati Association
of Black Journalist

EGAMI GROUP

AGAR
