# Courageous Discussions on Racial Equity in the Workplace Webinar FAQ

A discussion with Lori Bishop, Chief People Officer of Publishing Concepts, and Cinnamon Clark, Director, DEI Services, at McLean & Company

For more information, visit McLean & Company’s [Diversity, Equity, and Inclusion resources](https://hr.mcleanco.com/browse/culture/diversity-equity-and-inclusion) and book a call with one of our analysts.

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| **Question** | **Answer** |
| What guiding questions would you suggest in having those meaningful conversations on anti-racism? On tackling complacency? On racial equity? | Ask about how attendees **feel** about the subject matter. Tackling complacency is hard, but if you are committed to addressing it, and creating a safe space to address it, and also committed to educating oneself on anti-racism, allyship, and other ways to be anti-racist. Racial equity is a journey and has to be well thought out, intentional, and the foundation of an inclusive culture.  |
| How have you addressed inclusion issues within the BIPOC community and avoiding what-aboutisms? | Yes, inclusion is about inviting everyone to the table and allowing a space for them to speak. The best way to avoid what-aboutisms is to address them when they arise.  |
| What suggestions might you have to start a conversation about racial injustice with a board of directors who seem to me to be complacent? | You must meet everyone where they are, provide meaningful education about the subject, bring in real-life examples, and be intentional. Having the conversations are difficult, but you must first understand why the complacency exists, the history of the organization, and the history of social factors/constraints.  |
| What resources would you recommend to HR and organizations to have a more equitable and inclusive work environment?  | McLean & Company has various resources that address DEI in the workplace. The information, tools, and resources under [*How to Be an Ally*](https://hr.mcleanco.com/research/ss/how-to-be-an-ally) can equip all employees with the knowledge and skills to be allies in the workplace and to create a more inclusive environment. [*Create a People-First Diversity, Equity & Inclusion Strategy*](https://hr.mcleanco.com/research/ss/create-a-people-first-diversity-equity-inclusion-strategy) will guide organizations in creating a DEI strategy that will support all parts of the employee lifecycle. |

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