

DANCING ON LIVE EMBERS

Challenging Racism in Organizations



Tina Lopes & Barb Thomas

design and illustration by **Margie Adam**

Dancing On Live Embers Racial Equity At Work

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Dancing On Live Embers Racial Equity At Work:

The Practical Encyclopedia of Racial Equity in the Workplace Ann Curry-Stevens, Amilah Baksh, 2025-03-31 The Practical Encyclopedia of Racial Equity in the Workplace provides tools necessary to integrate racial equity into the fiber and culture of the workplace reducing racial disparities between the experiences of racialized and white staff and service users Written in clear plain language and based on over 30 years of research and practice advancing racial equity the hands on resources allow an organization to Create a racial equity action plan Build inclusive leadership Assess and address organizational climate culture and composition Determine service user satisfaction and involvement opportunities Identify and evaluate racial equity data and metrics Organization leaders equity team members and consultants can choose from different resources and customize them to suit whatever the stage of their equity journey This book is a comprehensive and modifiable reference work that can be used again and again *Our Times* ,2007 *Labor Notes* ,2006 **Quill & Quire** ,2005 **Shifting Cultural Power** Hope Mohr, 2021 Shifting Cultural Power is a reckoning with white cultural power and a call to action The book locates the work of curating performance in conversations about social change with a special focus on advancing racial equity in the live arts Based on the author's journey as a dancer choreographer and activist Shifting Cultural Power invites us to imagine new models of relationship among artists and within arts organizations models that transform our approach rather than simply re cast who holds power Mohr covers such subjects as transitioning a hierarchical nonprofit to a model of distributed leadership expanding the canon having difficult conversations about race and reckoning with aesthetic bias **Hear Us Now: Racial Equity in the Workplace** Keecha Harris DrPH RD, Ali Webb, 2025-03-12 Hear Us Now Racial Equity in the Workplace Hear Us Now is a unique blend of entrepreneurship and niche focused advice on how to successfully create more racially just workplaces This topic has never been more timely as individuals and organizations struggle with a growing national effort to eliminate racial equity practices in a range of institutions This book provides both much needed hope and important practical advice Hear Us Now focuses on Dr Keecha Harris personal and professional experience as a 25 year entrepreneur sharing experiences and expertise to help women of color succeed while also expounding on her mission driven passions and interests within the intersectionality of philanthropy diversity equity and inclusion DEI and racial justice Dr Harris provides her provocative perspective and interviews leaders partners and organizers who like herself are taking much needed action as transformational anti racist change agents Her co author Dr Ali Webb brings a lifetime of experience leading teams in government and the nonprofit sector with stints at the United States Department of Agriculture and the W K Kellogg Foundation The book drawn from Harris hour long R A C E podcast interviews focuses on change in the personal behavior and organizational spheres with the goal of racial equity transformation of the workplace For her groundbreaking podcast Dr Harris interviewed leaders across sectors who honestly shared their journeys of becoming transformational change agents through leading change efforts within their organizations

and shifting from allyship into accomplices when supporting people of color This book will help you discover what it takes to be courageous for change and to become an anti racist leader in your organization no matter what position you hold Learn what you have in common with these leaders and what you can take away for your own journey Inside Out Caprice D. Hollins,2022-10-25 Inside Out provides a road map for organizational change Written for leaders championing diversity equity inclusion and belonging in their workplace its adaptive approach outlines the crucial steps towards dismantling institutional racism An invaluable resource packed with practical tools and strategies Inside Out Caprice D. Hollins,2022-11-01 Essential steps for leaders working to build an antiracist organization Providing a roadmap to workplace and organizational change Inside Out is packed with practical tools for working collectively towards racial justice and dismantling institutional racism This essential guide includes An adaptive approach to moving race conversations forward with authenticity and genuine curiosity Concrete strategies to help unpack the painful legacies of power privilege and oppression A framework including awareness knowledge skills and action advocacy Key components for engaging effectively calling people in bridging the divide identifying and addressing microaggressions and guiding difficult interactions Critical cross cultural skills for facilitators and leaders faced with fears worries conflicts and concerns that surface in PoC and White participants Helpful suggestions for equity leaders trying to find their why and identify their foundational beliefs as well as tips for practicing self care to lessen burnout and fatigue How to establish an equity team and bring decision makers on board Checklists discussion questions recommended readings best practices and many other valuable resources Inside Out is written specifically for prospective leaders championing diversity equity and inclusion in their workplace It is a must read for anyone guiding the challenging work of becoming an anti racist organization where no one s identity is a barrier to access or opportunity and everyone belongs AWARDS SILVER 2023 Living Now Book Awards Social Activism Charity SILVER 2023 Nautilus Book Awards Social Change Social Justice FINALIST 2023 International Book Awards Social Change **How To Promote Racial Equity In The Workplace** Sixta Weakley,2021-05-26 A great read for people of color and especially those of a different color It would be great for this book to be embraced by white leaders in business The only problem is if their business is thriving and they are color blind it will be business as usual and no change will take place A must read by both black and white races The book would benefit the white business leader to know and strike up the conversation It would also benefit the black reader to educate on what and how to handle this in the workplace This is a ground breaking combination of intriguing novel and business consulting that follows five African American characters as they exchange personal experiences that happen behind the research data and attempts at best practices The story provides insight on the experience behind the metrics and scorecards issue of black hair and what being a good fit means contradiction of why height isn t an advantage for Black males words that make a difference in conversations essential connection between blacklivesmatter blackmoneymatters and blacktalentmatters Learn how to initiate conversations that build trust navigate

your company's culture plan your career for sustainable success attract and retain minority talent transform your organization's culture

Promoting Racial Equity in Ballet Stephanie Ogden, 2018 Ballet is a world of exquisite artistry and strong tradition that has evolved beyond its origins as an elite court dance of 17th century France into a global art form reaching audiences throughout the world Yet to this day ballet remains mostly white This inequity is found not only on the stage but in the ballet school executive suite and boardroom Racial inequity in ballet is born of a complex system of historical social and organizational issues including artistic tradition racism socioeconomics cultural policy education funding management and governance Because these issues are not independent but intersectional they must be examined and addressed holistically By conducting surveys interviews and a thorough literature review the author dissects the challenges ballet companies face in promoting racial equity and identifies strategies being implemented to address those challenges The author posits that racial equity must come from the top of an organization with leaders setting policy that leads actionable change Simultaneously there must be a bottom up approach where access education and opportunity are given to rising dancers and leaders of color

Immerse yourself in heartwarming tales of love and emotion with is touching creation, Tender Moments: **Dancing On Live Embers Racial Equity At Work** . This emotionally charged ebook, available for download in a PDF format (Download in PDF: *), is a celebration of love in all its forms. Download now and let the warmth of these stories envelop your heart.

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