

5 Strategies to Thrive as a BIPOC Professional in the Face of Racial Bias

1

Understand the Impact of Racial Bias on Your Behavior

As BIPOC professionals, repeated experiences of **racial bias** can lead us to internalize racism, thereby adversely impacting our personal and career development. The internalization of racial bias may lead you to engage in negative self-talk, **suppress your authenticity**, self-censor, **feel like an impostor** and more. Given this, it's important to **identify how racial biases are impacting you** personally and professionally.

2

Shield Against Racial Biases

Once you have a better sense of how racial biases impact you, you can work to shield against them (here's a **worksheet** to help you). You can leverage **scripting**, a powerful tool to help you use your voice to stand in your power by planning out what you'll say the next time you experience racial bias, and you can choose to strategically **adapt your behavior** in order to interrupt some of the biases that come your way.

3

Be Prepared for Racist Experiences

By preparing for **racist experiences**, you can manage these moments in a way that feels empowering to you. First, picture a racist encounter that you may experience and then engage in the following steps to help you address the encounter in the moment:

Step 1 — **create a script** that you will use to help you speak up in the moment

Step 2 — **choose self-regulation tools** that you can employ to settle and calm your mind and body in the moment

4

Be in an Embodied State as Much as Possible

Living in [an embodied state](#) is about consistently tuning in to the feelings and sensations you are experiencing in your body and the thoughts racing through your mind. Embodiment is critical for interrupting the internalization of racial bias and [healing from racism](#) because it can help you to: feel less activated when you encounter racism; better settle and calm your body; hear the negative narratives in your mind and push yourself to engage in [self-coaching](#); and so much more. Leverage [self-regulation tools](#) to be more embodied.

5

Rely on Your Support Networks

The final critical step for thriving as a BIPOC professional is to focus on [healing](#), which will enable you to build a more resilient and settled nervous system and to feel healthier and more empowered. There are many ways to do healing work, including:

- Going to [therapy](#)
- Finding support and connection with your “[clouds](#)”
- Leveraging [self-care practices](#)
- And more

Know that your healing journey will help you to flourish both personally and professionally.

Additional resources:

- Book: *The Authenticity Principle* by Ritu Bhasin
- Book: *My Grandmothers' Hands: Racialized Trauma and the Pathway to Mending Our Hearts and Bodies* by Resmaa Menakem
- Book: *The Body Keeps the Score: Brain, Mind, and Body in the Healing of Trauma* by Bessel van der Kolk M.D.
- Self-Reflection Worksheets: *Empower Pages* by Ritu Bhasin
- Blog: *How to Heal from Racial Trauma in the Workplace*

About bci

bhasin consulting inc. (bci) is a leading global people strategies firm. Founded in 2010 by Ritu Bhasin, LL.B MBA, bci has worked with dozens of world-renowned global organizations and hundreds of leaders across sectors in a range of people strategies areas. Our team of award-winning facilitators, consultants and coaches works with a range of global clients, including law firms, corporations, banks, academic institutions, professional associations and non-profit organizations to develop and deliver programming in a number of areas, including Diversity, Equity and Inclusion (DEI); Allyship; Women's Advancement; Leadership Development; Talent Management and Authentic Leadership.

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Dr. Komal Bhasin is bci's Senior DEI Consultant and Mental Health Expert-in-Residence, a doctoral-trained mental health clinician and accomplished DEI facilitator, coach and strategist. Komal has extensive experience in creating and delivering programming in a range of DEI areas, including unconscious bias, cultural competence, mental health inclusion, psychological safety and allyship. She is passionate about driving transformational change in workplaces and has worked closely with bci clients — corporations, professional services firms, health care providers and educational institutions — to embed cultures of DEI within their organizations.

Ritu Bhasin, LL.B. MBA, is the President and Founder of bci. Recognized globally for her inclusion and leadership expertise, Ritu has received numerous awards and distinctions for her work. She has extensive experience in delivering DEI programming, consulting and coaching with a focus on leadership development, unconscious bias and the advancement of professionals from equity-seeking communities.

Ritu is the author of the Amazon bestseller [*The Authenticity Principle*](#), which examines the connection between authenticity and inclusion and provides a road map for living and leading more authentically. Follow Ritu on social media @ritu_bhasin.

