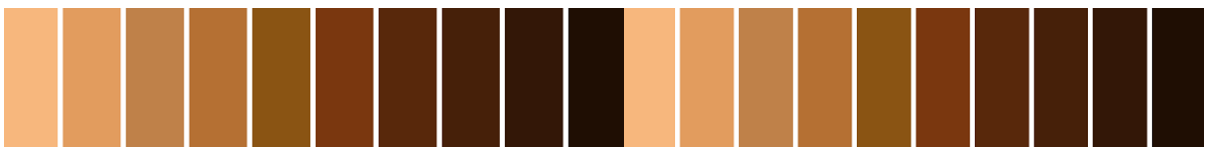


COLORISM RESOURCES

- [How Skin Color Still Results in Pay Penalties at Work](#)
- [The Effects of Skin Tone, Height, and Gender on Earnings](#)
- [Colorism: How Skin-Tone Bias Affects Racial Equality at Work](#)
- [How Colorism Affects Women at Work](#)
- [Colorism and Racial Equity](#)
- [Why Black People Discriminate Among Ourselves: The Toxic Legacy of Colorism](#)
- [What is Colorism in Less Than 2 Minutes](#)
- [Colorism Within the Black Community and Health Disparities](#)
- [Majority of Latinos Say Skin Color Impacts Opportunity in America and Shapes Daily Life](#)
- [Everyone Should Learn How to Talk About Colorism, Not Just BIPOC](#)





SPEAKER. COACH. TRUTHTELLER.

50 Shades of Brown: Addressing Colorism in the Workplace

2024 NALP Annual Education Conference

April 19, 2024, 10:30 - 11:45 am ET

Goal Setting, Action Planning, Implementing Change

A. PERSONAL REFLECTION

1. What goal(s) would you like to accomplish in the next 6 months to 1 year related to addressing colorism in your organization?

2. What goal(s) would you like to accomplish in the next 12 to 18 months related to addressing and interrupting colorism, and empowering others in your organization?

3. Identify at least 1 system/process change you'd like to implement in your organization. Why does this interrupter/change interest you?

4. Discuss next steps. What are immediate, short-term, and long-term goals for effectively implementing this change? Be as specific as possible. Identify concrete next steps starting immediately after the presentation and continuing over the next 6 months to 1 year; and 12 to 18 months.

B. INTERACTIVE SESSION

Groups: If your group finishes discussing Part A questions above and has additional time remaining in the Interactive Session, continue to the next page and discuss Part B questions (questions 6-8) as a group.

5. Who are key players? Who can influence the outcome of your initiative (for better or worse), and how can you get them on board? Which individuals, departments, etc. are crucial or helpful in ensuring this change is implemented successfully? How can you make the initiative more appealing to key players, and to others in your organization?
6. Work through the Inclusion Drivers Framework (below) and develop a plan for implementing your proposed change in your organization. How can you use the metrics-based approach to achieve your goal(s)?

