

LIST OF TRAINING AND SELF-AWARENESS OPPORTUNITIES TO FACILITATE CONVERSATIONS ABOUT ANTI-RACISM

Please take action, either as a firm or on behalf of your firm, to engage in training and increase self-awareness:

- <https://outsmartinghumanminds.org/>
- An Implicit Bias training
- Training for Legal Observers
- Mansfield Diversity Lab
- OCBA's *[Diversity, Equity, & Inclusion: From Awareness to Action](#)*, a three-part workshop series
- SBM Resources: <https://www.michbar.org/generalinfo/raceandjustice>
- Invite or engage employees to start their own employee resource groups
- Invite a diversity and inclusion consultant to evaluate the data of your firm and identify strategies that would strengthen your business
- Identify someone at your firm to lead a diversity and inclusion initiative, and support that person in advancing those goals
- Prepare a proposal for your firm's leadership to create a new committee or initiative that will advance diversity and inclusion within your firm
- Create a budget for diversity and inclusion initiatives/employee resource groups
- Think of creative ways, beyond your own immediate network, to identify top talent for the next open position within your firm
- Establish recruitment committees and interview panels that include employees of diverse backgrounds