WRT 205
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Developing a focused explainer topic

As I've been reading through others' suggested additions to our canon, here are some issues that especially interest me:

- LGBTQ experiences in the workplace
- The role top executives play in increasing representation of underrepresented racial and ethnic groups in all ranks (including executive) at organizations.
- How best to increase equity and inclusion in the workplace.

Here are some ways in which these issues connect to other things we've read and/or to prior interests I have:

These issues connect to several articles we've read, such as Key D&I concepts where how to be inclusive in the workplace was discussed. Bogost's article also touched on a commonly used refrain that there just aren't enough qualified diverse people in the pipeline. I disagree with that. I am currently trying to implement change in my own workplace regarding issues that need to be addressed there, such as low numbers of Black white-collar workers, lack of racially diverse managers and executives and lack of BIPOC vendors.

Looking at this list of connections, highlight key foundational concepts/ideas/terminology—list those here.

Diversity

Equity

Inclusion

Intersection of race, gender/gender identity, sexual preference, ability, and class

Critical Race Theory

Allyship

Support of BIPOC employees and businesses

Review your list to the left—which of these issues do you think a person would need to understand in order to understand why this broader topic interests you? Circle them and prioritize—what's really important? What really intrigues you? Why?

What really intrigues me is convincing leaders and managers of organizations to truly buy into equity and inclusion (particularly for Black people) through education, personal accounts of discrimination and organization wide reform that support real advancement in this endeavor. This topic is near and dear to my heart. I have witnessed and assisted many Black people who were victims of both conscious and unconscious bias by managers, that affected their livelihoods, career advancement and emotional well-being.

Frame your project statement here: I think [X] is a really important topic in organizational culture, so I'm going to explain this foundational idea [Y] to you all. *[In other words, you're going to focus on some very specific component that is essential to our understanding of the larger whole; you're going to articulate both the small bit and the Big Picture here.]*

I think equity and inclusion with a focus on Black workers are really important topics in organizational culture. One of the biggest obstacles to true equity in American culture in general and in organizational culture specifically, is the lack of acknowledgement of how big a factor race/ethnicity plays in how people are perceived, treated and compared to others, both in and out of the workplace. Black people are one of a few groups of people in the U.S. that have faced bias in *every* facet of their work lives (getting jobs, promotions, inclusion in company culture, natural hairstyles, manner of talking, shade of skin, facial features, assumptions about their qualifications, perceived as aggressive or dangerous, perceived as lazy, not perceived as leadership material) and are often viewed negatively by other groups. Conversely, there may be *positive* stereotypes about *non*-Black folks, so they may be given the benefit of the doubt in similar circumstances. Once a framework has been established for transforming the workplace into an equitable and inclusive environment for Black people and fully endorsed by organizational leadership, it can be used similarly to address the issues of other underrepresented groups.