## Contents

Preface	X
1. I'm Your New Black Friend	1
Preparing for Change.	7
2. Team Members	9
Cocreators	9
Tokens	10
Cheerleaders	10
3. The Resistance	13
Why This? Why Now?	14
The Willfully Blind	15
My Time to Shine	17
Doing The Work	19
4. Diversity Training	21
5. Community Feedback	25
6. Identity: My Privilege Is Better Than Yours	29
My Identities	32
The Workbook: Identity and Privilege	36
7. Implicit Bias: Life as a Mega Stuf™ Oreo®	39
The Workbook: Implicit Bias	41
8. Microaggressions, or, It's Just a Compliment!	43
The Workbook: Microaggressions	47

## x • Contents

9. Majority Culture: What's Yours Is Mine		٠				49
The Workbook: Majority Culture						52
Discussion for Tokens With Leadership	٠	٠		٠	٠	53
Creating Culture Conscious Meetings		٠				55
10. The Invitation		٠				57
11. The Location		٠				59
12. Introductions						63
13. Ground Rules						65
14. Conversation and Conflict						67
15. Saying Good-bye and Feedback						71
16. The Workbook: Making Community-Wide	Cl	na	ng	ge		73
Limits to Inclusion—It's Not About You Unti	l It	: Is	S .			77
17. A Space for Us						79
18. How Not to Recruit Leaders						81
19. Keep On Keepin' On						85
Tools and Resources						87
Index	٠					93
About the Author	٠					97
About New Society Publishers						100