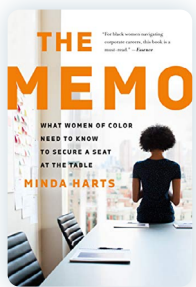


MEETING IN A BOX

The Memo

What Women of Color Need to Know to Secure a Seat at the Table

Minda Harts offers solid, general advice to women of color who must navigate “microaggression” and unconscious bias. Speaking to recent college grads, young employees and older workers looking for a reboot, Harts also gives white managers valuable insight into increasing inclusion.



- **Step 1:** Have your team read the getAbstract summary of [The Memo](#). To access the summary, click on the book cover.
- **Step 2:** Schedule a meeting with your team to discuss the questions below.
- **Step 3:** Have a discussion with your team.

“I was under the assumption that every hardworking employee would have equal opportunity to advance; little did I know this whole meritocracy thing was a sham.”

The Memo
Minda Harts

Discussion Questions

1. Women of color must navigate microaggressions and unconscious bias on a daily basis. What can organizations do to make people more sensitive to their capacity for bias?
2. What are some subtle acts of discrimination that others who are not women of color might miss or just do not see?
3. What steps can women of color take themselves to claim their seat at the table?
4. How can women of color build the resilience to pursue their career paths despite the system being rigged against them?
5. What do you think is the most important thing companies can do to create a more equitable workplace?

Additional resources:



“If a Diversity Expert Can Fail So Epically, Anyone Can.”
Journal Interview



Diversity and Inclusion
Channel