

CALIBRATED LENS

changing views of equity and inclusion

Navigating Uncertainty and Unrest in 2020

In this moment it is important that we pause, look in the mirror, and decide who we want to be now and in the future. We should ask ourselves, are we open to understanding differences and exploring curiosities about the lives and truths of others, or will we remain insular to our safe and familiar cocoons of comfort? In the coming weeks, months, and years will we sift through the rubble of 2020 attempting to piece together the brokenness of the past? Or, will we discard the harmful debris, sculpting the particles of dust into something more equitable and just for all with the fortitude to withstand the pressures of the next normal.

The global social unrest we are witnessing started in response to the murders of Ahmaud Arbery, Breonna Taylor, George Floyd, and Tony McDade, which all became public within a brief window of time. Additionally, we are still in a global pandemic. The [Journal of the American Medical Association \(JAMA\)](#), indicated that COVID-19 infection rates in predominately black counties are more than three times higher than figures in predominately white counties and the death rate is six-times higher. Among many other things, we are witnessing a public outcry of years of compounded pain and oppression.

This is not a localized issue, it is the manifestation of global sentiments around race, and more specifically blackness. Last week, National Public Radio (NPR) published an article, [A Decade of Watching Black People Die](#), cataloging the communal mourning of black life in America. Beyond those directly involved, the infinite ripple touches each of us in different ways. The impacts are not about us being good or bad, a virus, politics, or individual police officers, it is the culmination of centuries of systemic discrimination and anti-black racism that has caused harm, trauma, and disproportionately higher mortality rates among African Americans.

Those most proximate to the aforementioned disparities are too often left holding and carrying the weight of grief and oppression alone. This guide is intended to be a starting point, providing resources for anyone wondering, "What can I do?". As individuals, we have to search our actions, beliefs, behaviors, hearts, and truths. As members of social systems, it is our responsibility to invest in understanding our friendships, communities, organizations, and practices beyond our autonomous experiences. Calibrated Lens, LLC and our partners have additional services available for teams and organizations that are ready to invest in transformational change centering equity and inclusion.

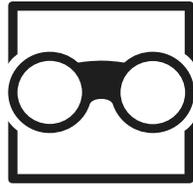
Our Approach: Learn, Listen, Understand, Act, Assess & Repeat

Four things each of us must do:

- Learn your identity and your history.
- Listen to the truths of other's lived experiences.
- Understand those parallel truths in broader contexts.
- Act based on what you learn.

Strategies for Harm Reduction

- Embrace discomfort and display humility.
- Accept a lack of closure – it took centuries to get here and will take time to transform.
- Do your own research and ask for perspective, avoiding expectations of others.
- Give grace and do not challenge the lived experiences of others.
- Hold yourself and others accountable



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Targeted Resources *- no demographic group is a monolith, although the categories are targeted readers shouldn't feel limited. This collection of resources was curated to cover a broad range of identities, needs, and learning styles. If one doesn't resonate, try the next, and then the next.

For those interested in exploring *Self-Care*

Resource	Type
Protests, Pandemic Create Workplace Stress	Article
Brené Brown on Empathy	Video
How our Brains Can Find Peace in a Crisis	Article
Coping with Race Related Stress	Article

For those that identify as Black or African American

Resource	Type
Maintaining Professionalism In The Age of Black Death Is....A Lot	Article
Spotlight on Black Trauma	Webinar
Post Traumatic Slave Syndrome by. Dr. Joy DeGruy:	Book
The State of Black Girls by Marline Francois-Madden, LCSW:	Book
Therapy for Black Girls Black People Therapy Melanin and Mental Health Coffee Hour Chicago	Digital/Podcast/Communal

For those that are or are interested in becoming an *Active Ally/Accomplish*

Resource	Type
Anatomy of an Ally Ally or Accomplish?	Website
Color Blind or Color Brave? Mellody Hobson	Video
The Seven Last Words of the Unarmed	Video
The Out Crowd	Podcast
Zinn Education	Website
White Fragility: Why is it so hard for White people to talk about racism	Book
Please stop 'just checking in' on your black co-workers	Article
Equity in Education	Website
13th	Documentary
Race The Power of an Illusion	Website/series
How to Be an Antiracist	Book

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