

SEPTEMBER 2020

TRANSFORMING SILENCE INTO ACTION

AN ANTI-RACISM LEARNING
SERIES FOR COMMUNICATION
& MARKETING PROFESSIONALS

Designed by Jodi-Ann Burey
Sponsored by UW CommLead
and Simplicity Consulting

**Building Anti-Racist
Practices for Recruitment,
Hiring and Retention**

Tuesday, September 15
11:30 AM PST | 2:30 PM EST



A panel discussion
moderated by
Jodi-Ann Burey



Kelli Mason
Partner at Notley



Crystal Tomczyk
VP of Equity & Belonging
at Zillow



Jennifer Kim
Startup Advisor

discussion questions

BUILDING ANTI-RACIST PRACTICES
FOR RECRUITMENT, HIRING AND RETENTION

1. What were your main takeaways from this session?
2. What resonated with our team or work?
3. What assumptions are we holding about inclusive recruitment, hiring and/or retention practices that may be compromising our path towards anti-racist practices and inclusive workplaces?
4. What missteps might we have made in the past?
5. What are our main challenges in recruitment, hiring and/or retention?
6. How are our work systems making it harder to bring in anti-racist principles in our practice?
7. What's the vision for racial equity on this team and in our work?
8. What will it take for us to get there?
9. How can we hold ourselves accountable? What needs to change?
10. What's our first step?