

Time (EDT)	Discussion Topic 1	Discussion Topic 2	Discussion Topic 3
9 - 10:30 am	1. From allyship to action: combatting (overt and) covert white supremacy in the workplace and beyond	2. White privilege, fragility, and guilt: what are they and what can we do about them?	3. Understanding systemic racism
10:45 - 12:15 pm	4. Am I racist? Looking into personal implicit bias and how to confront it	5. non-Black LGBTQIA+ allyship to the Black community	6. "Race science": how pseudoscience can perpetuate racism and what our responsibility is as scientists to stop it
12:15 - 1:30 pm	Lunch (no content)		
1:30 - 3:00 pm	7. Antiracism in the Cambridge/Boston community: a history and discussion of current initiatives	8. Moving toward white autonomy: a discussion of Nij Addo Abrahams' questions	9. Non-Black POC allyship to the Black community
3:30 - 4:15 pm	10. Antiracism in STEM: What can faculty / staff / postdocs / students do specifically to combat racism in STEM and the department? <i>Each group meets separately and develops ~3 actionable items.</i>		
4:15 - 4:45 pm	11a. Share and recap ideas and concrete actions to take moving forward		
4:45 - 5:30 pm	11b. Now What? What can everyone work towards as an institution? How to continue these conversations and take action		
6 - 7:30 pm	12. My family is racist: dealing with overt and covert racism among family members and how to speak out		

Thank you to everyone who is facilitating a conversation:Graduate Students

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