MINDA HARTS

Right Within

HOW TO HEAL FROM RACIAL TRAUMA IN THE WORKPLACE

THE READING GROUP GUIDE
CHAPTER 1: I Can’t Give Up Now

• What does it mean to be Right Within? What might being Right Within look like for you?

• “Make it work,” “keep your head down.” When have you been encouraged to keep quiet about harm you’ve experienced in the workplace?

CHAPTER 2: Addressing The Pain

• How did it feel to acknowledge your pain during the Who? What? Where? Why? exercise? Was this the first time you’ve recognized it?

• What restoration agreement practices would help to dismantle systemic racism in your workplace?
CHAPTER 3: Healing for My Soul

- How can spirituality contribute to your journey to be Right Within? What tenants can be helpful in your healing?
- While healing doesn’t require forgiveness, they may be tied together. What role can forgiveness play in your healing?

CHAPTER 4: Trying to Be Right Within

- When have you experienced “What Would Others Think Syndrome”? Has that bias ever gotten into the way of your healing?
- “We, as women of color, sometimes feel we need to seek approval from others.” When have you sought safety in the validation of others?
CHAPTER 5: How Will I Know

- Which steps in the Racial Mosaic Framework resonate with you and why?

- “I knew at that moment, there was only one America: one where white people are thriving and Black people per usual are trying to figure out how to survive.” What moments solidified your realization of “one America”?

CHAPTER 6: Maintenance

- Have you ever experienced prudent paranoia at work? How did that paranoia impact your performance?

- What maintenance strategies can you adopt to stay in a state of wellness when confronted with a racialized experience?
CHAPTER 7: Healing While in Hell

- While waiting for your change to come, what are some ways you can center your mental health?
- How can the Affirmation Pyramid serve as a source of strength for you? Are there any other steps you’d like to add on?

CHAPTER 8: You Are Not Alone

- Often Black and Brown women choose what’s best for their family. When have you felt responsible for ensuring your family could depend on your or your success?
- It’s normal to process the loss of a career deferred. Have you allowed yourself to mourn a loss caused by systemic racism in the workplace?
CHAPTER 9: Take Care

• How has your definition of healing changed through the course of this book? What parts of the book evolved your perspective?

• Which resources will be most impactful on your journey to healing?