



RIGHT WITHIN:
**How to Heal from Racial
Trauma in the Workplace**
with Minda Harts

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About the Series

Increasingly, Out & Equal's member companies recognize that, while necessary, standard DEI efforts fall short in addressing the most vital component of retention and growth: feeling like you belong. Developing an organizational culture of belonging is hard – especially right now. COVID realities, Gen Z and Y redefining the workplace, and increased racially charged bias and violence all are driving the urgency and importance of establishing cultures of belonging now. *Practitioners for Change* brings critical conversations about racial equity and mental health and wellness to the forefront of DEI praxis.

Powered by [Capital One](#), the series is designed to help sustain practitioners both as professionals, and as people by weaving together critical conversations about racial equity, mental health, and well-being.

[Visit our website to learn more about the series and to access other sessions.](#)



About the Session

Marginalization at work can take a toll on our productivity, sense of belonging, and trust in our voices and capacity. In short, marginalization can be exhausting, and it often leads to burnout. How can we break this cycle? Join author, speaker, and founder of [The Memo LLC](#), Minda Harts, as she helps us answer this question

This session is for anyone who has felt isolated—in any way, shape or form—in the workplace, and for anyone trying to make sure no one feels this way in the workplace! Based on her new book, *Right Within*, Harts helps us understand how to begin strengthening our resolve and begin finding our voices in difficult situations. By the end of this talk, we will be equipped with the tools to not only heal ourselves but heal the workplace as well.

We encourage you to host internal viewings and discussion of Minda Hart's talk using the recording and discussion questions outlined in this resource.

Minda Harts



Minda Harts (she/her) is the CEO of The [Memo LLC](#), a career development platform that helps women of color advance in the workplace. In 2019, she became a bestselling author of [The Memo: What Women of Color Need To Know To Secure A Seat At The Table](#). Minda Harts is also a Career Advice Columnist for the media platform Well & Good and can be heard on the podcast Secure The Seat. When she is not fighting workplace inequality, she serves as an Adjunct Assistant Professor at NYU Wagner. Minda Harts has been featured on MSNBC's Morning Joe, Fast Company, The Guardian, Time Magazine, The Wall Street Journal, and more.

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Key Concepts: Healing

The Affirmation Pyramid: A tool for navigating harm in the workplace

How do you show up for yourself when you experience harm in the workplace? How do you process things that happen to you in the workplace?

You are always your greatest asset, and you need the tools to support yourself.

“Healing is not a one-time event:
It’s a lifestyle”
Minda Harts

The Affirmation Pyramid



PAUSE

Give yourself the space and grace to process what happened. You do not have to immediately move into action.



ACKNOWLEDGE

Acknowledge to yourself that what happened was wrong and harmed you regardless of intention. You don't have to make excuses for others.



DOCUMENT

This is primarily for yourself. This will allow you to trust yourself and trust what happened even if others doubt you.



REDIRECT THAT ENERGY

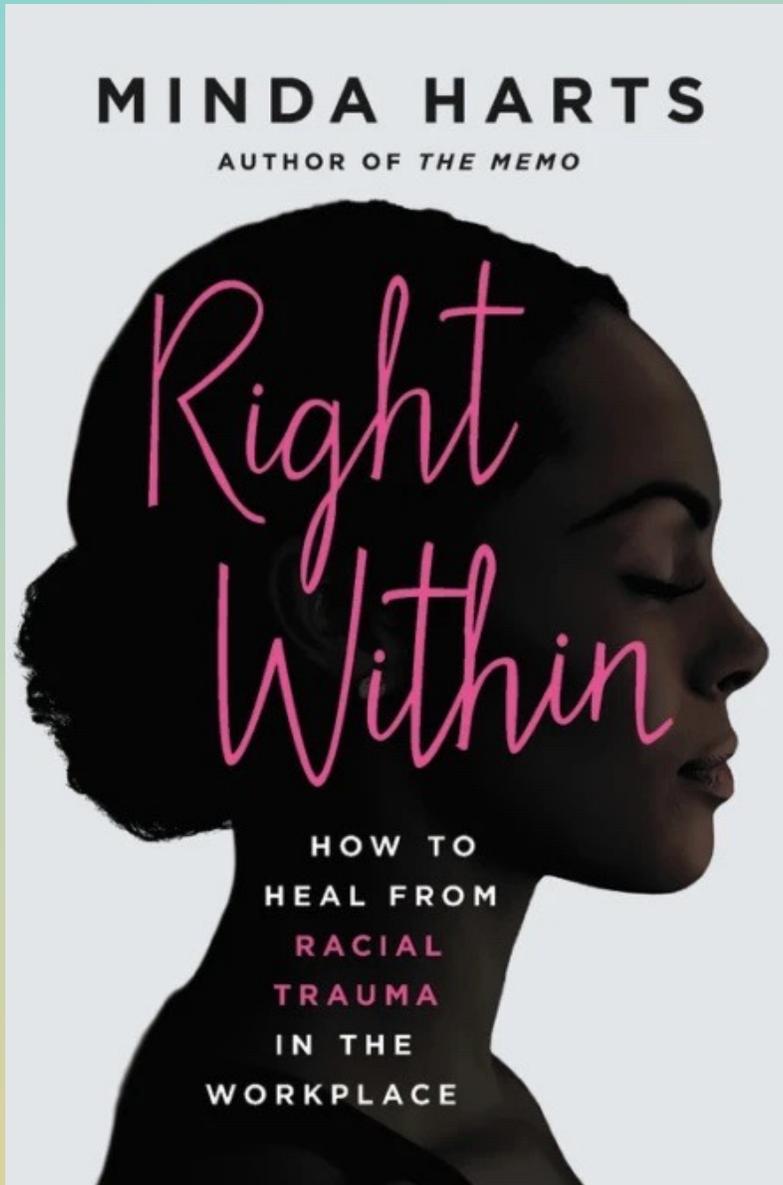
We often hold onto the harm and can get stuck in thought spirals. This can impact your stress and mental health. Ensure you are releasing this stress. Examples: therapy, exercise, meditation.



AFFIRM

Constantly remind yourself that you deserve human dignity, equity, and respect in the workplace. You did not do anything to cause the harm done to you.

Source: Minda Harts, Intersectional Learning Series, program with *Out and Equal*, 2022.



“Trying to solve your problems alone is a short-term coping mechanism”

“We can help each other tell the truth, validate our experiences, and let go of what we can”

Source: Minda Harts, *Right Within*, Seal Press (2021).

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Discussion Questions

1. What does your support system look like? What are ways you can expand and maintain these supports?
2. How do you “release the energy” when you are experiencing workplace stressors?
3. How is the phrase “I didn’t mean any harm” dismissive of people’s concerns? How can we better respond when someone expresses their feelings of hurt in the workplace?
4. What barriers have you experienced when trying to speak up in the workplace? What can you do to remove those barriers for others and create a safe space for people’s concerns?
5. How can healing be incorporated into your daily life?



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