**So you want to talk about race, Ijeoma Oluo**

1. How do you think the author’s upbringing, background and experiences shaped her perspectives, values and beliefs?
2. What is racism? What is Systemic Racism? How can this show up in the workplace and our communities?
3. What can we learn from the author on talking about race? How can we use this book to have more effective conversations in the workplace, in our communities and our homes.
4. Is it really about race or economics and class?
5. What are some experiences that an underprivileged person may face? Is it their fault?
6. How can intersectionality compound the issues of an underprivileged person?
7. What can we learn from the author on talking about race?  How can we use this book to have more effective conversations in the workplace, in our communities and our home?
8. Keeping in mind chapters 1-5, what are 2 main take-a-ways?  How will these insights prompt you to think or act differently moving forward?
9. Throughout the book, the author makes it clear that this book is written for both white people and people of color. Does the author expect white people and people of color to read and experience this book in the same way? What are some of the ways in which the author indicates how she expects white people and people of color to react to and interact with portions of the book? What are some key roles that both white people and people of color can play in fighting systemic racism in our society? What about you, how do you think you can play a role?
10. What are Microaggressions? The author lists some of the racial microaggressions that her friends of color said that they often hear. What are some of the microaggressions that you have encountered or witnessed?
11. How do you think your upbringing and personal experiences influence your day-to-day decisions and biases? Which bias and/or decisions come to mind for you specifically based on your experience? What have you thought about those decisions or biases in retrospect based on what you now know?
12. Talking is Great, but now what? What’s next? Based on the insights you’ve gathered from reading this book, identify 1-2 things that you will either think, do, or say different?