

Recovering Our Breath

Supportive Small Group Dialogue Sessions for Mass General Brigham Employees.

In June 2020, Mass General Brigham offered a space for employees to talk about racism and inequity, and the personal impact of COVID-19 and the active protests against police killing of Black citizens. Dialogue Sessions, which took place on Zoom, were facilitated by trauma-informed employees from across the system. Participants chose from 3 affinity groups - a group exclusively for people of color, a group for white people, or a group with a mix of diverse racial identities.

Through June 30, almost 500 people from 20 different MGB organizations or programs participated in the sessions, some more than once. In order support and encourage ongoing dialogue, the dialogue session will continue to be offered through mid-August.

When will support sessions happen?

Sessions will be offered once per week, on **Wednesdays at 10:00 am, through August 12**. The links to register for a session are below.

Affinity Groups

All people are affected by racism, and people of color and white people have to work together to end structural racism. But *how* we are affected by racism is heavily influenced by the color of our skin. Talking about racism can be difficult. It can activate past and present traumatic experiences. It takes energy and intention. For these reasons, and more, sometimes conversations about race can be easier when shared with people who have similar experiences to us. This may be particularly true at times like now, when the destructive flame of historic and structural racism is burning so hot. Some people of color may feel more comfortable with a group that is exclusively people of color. Some white people may feel more ease processing and learning with other white people. Others may prefer a group of diverse racial identities. For these support sessions you may choose for yourself which group to join.

Affinity groups can be helpful in reducing the fear of causing harm by saying something “wrong”. They also reduce the likelihood that white people may unintentionally burden a person of color to explain their experiences with racism and discrimination, or to reassure white people that they are not racist.

How to register

Click on the link below to go to the registration form for all sessions. Choose the link that corresponds to the group you wish to join. When you register you will receive an e-mail confirming your session and a document providing more information on what to expect.

[*People of Color Affinity Group Sessions*](#)

[*White Affinity Group Sessions*](#)

[*Multi-Racial Group Sessions*](#)