Purpose

The purpose of this book study is to **deepen understanding of our blind spots** and ways of interacting that produce the **everyday manifestations** of racism such as implicit bias and **microaggressions** which contribute to less employee, patient, and student satisfaction. The book study virtual setting provides an opportunity to **reflect with colleagues** in a safe environment, practice skills, and **develop** next steps.

In **Spring 2022**, three books are available with SOM and GSBS faculty and staff colleagues volunteering as conveners.

What to Expect

- Book study gatherings will be held from the end of January through May.
- Gatherings will meet virtually every two weeks for one hour based on the schedules of the people in that group.
- Groups will be small from 5–7 people.
- Dialogue is generated by all members of the group. Sample questions will be provided to aid in processing.
- Everyone is expected to read/listen (to) the book and engage. It is understood things happen and people may run behind in their reading. Reading is chunked into manageable sections for each session.
- Everyone is expected to adhere and hold the group accountable to the norms.
- Please focus on discussion related to the content in the book and your next steps.

Please rsvp no later than **Monday, January 10** to Yvonne Ortiz at ortizy@rowan.edu with your book selection and additional details can be sent to you.