

BRIDGE-BUILDERS FOR SOCIAL JUSTICE

How to Talk About Racial Bias with the Courage to ACT Webinars and Workshops



Kittie Wells Watson

Strong voices are needed within organizations to ensure and build greater racial equity. Innolect is helping organizations identify policies that hinder equity success as well as guide leaders in how to facilitate inclusive dialogue with individuals, teams and systems. We help leaders take steps to create safe spaces to solicit and listen to employee concerns without defensiveness. As leaders and employees learn and practice new skills, they are more prepared to act with courage and inclusiveness. They learn how and what to say to address racial issues and other sensitive topics.

OBJECTIVES

- Facilitate conversations among diverse employee groups
- Gain understanding about racial bias to build racial equity
- Equip leaders with listening, radical empathy and inclusion tools
- Apply and practice the ACT model - what to say and how to say it
- Learn how to create a "safe" space to listen and learn



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OUTCOMES

- Attract and retain top tier talent
- Increase engagement and collaboration
- Reduce conflict and litigation risk
- Strengthen organization culture
- Build sustainable results



60 to 180 minute formats

DIFFERENTIATORS

- Customized with questionnaire data
- Racially diverse facilitation team (experiences and perspectives)
 - Listening, empathy and communication experts
 - Inclusion, diversity and culture change experts
- Proprietary reinforcement tools and take-aways
- Original research
- Interactive voice, chat and polling participation
- Skill practice and thought-provoking video clips

SESSION TOPICS



- *Consciously Overcoming Unconscious Bias and Finding Your Voice*
- *How to Talk About Racial Bias and Inequities*
- *Speak UP: What to Say and How to Say It for Racial Justice*
- *Bridge-builders for Social Justice: 3rd-Party Advocacy & the Courage to ACT*
- *Radical Empathy and the Courage to Listen*
- *Talking Race: How to be Comfortable Being Uncomfortable*
- *Living Room Conversations: Top Three Challenges Facing Diverse Employees*

WHO SHOULD ATTEND?

- Supplier Diversity Teams
- Intact Work Groups
- Employee Resource Groups
- Human Resource Professionals
- Inclusion and Diversity Leaders
- Leadership Development Professionals
- Executive Teams



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OTHER SERVICES

- Leader and Team Coaching
- Virtual and/or In-house Facilitator Training
- Program Design

For more information:

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