



PATH FORWARD CONSULTING

Silence is a Statement: Understanding Race in the Workplace

What is this course about? COURSE OVERVIEW

We have been conditioned not to talk about race and all of its related issues at work. Given the painfully obvious nature of this diversity element and the social factors related to it – it has become detrimental to continue to ignore it. This course takes participants through a proven approach that allows us to unpack this difficult topic and move forward in an empowering way that builds trust.

Participants consistently report that this interactive instructor-led session provides a unique opportunity for deep self-reflection, invaluable insight and a new way of understanding this difficult topic.

What will we learn? LEARNING OBJECTIVES

By the end of this session, participants will:

- understand themselves and an alternate perspective that they may not have considered
- recognize the actions that they can take to approach this topic in a more productive way
- make personal commitments that will increase trust and build relationships

What will we do? COURSE HIGHLIGHTS

Session 1:

a. Why Don't We Talk About Race at Work?

A common ground of understanding and empathy is built by examining the social conditioning in this area.

b. Why Should We?

The benefits of this discussion and a proactive approach are explored.

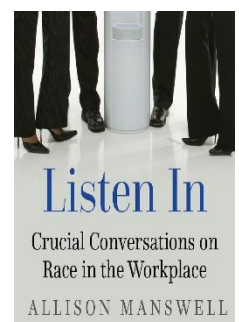
c. How Can We?

A three-prong approach is used to dissect this conversation into its component parts and understand each version of the conversation.

Session 2:

A deeper dive into the nuances of the dynamic around race are explored using Allison's book, *Listen In: Crucial Conversations on Race in the Workplace*. Each participant receives a copy of this companion resource for participants.

This session dives into the detailed concepts of organizational culture shift and career development for people of color. It includes an opportunity for participants to have their questions about race answered in a safe environment.



PARTICIPANT TESTIMONIALS

"You were absolutely outstanding, downright exemplary from beginning to the end on Thursday! You were in command of your material and you engaged with the audience in a "safe" way so that all felt free to speak up and grab all the learning they could. I learned new information that could only help me make the case here at Harvard how very compelling it is to deal first hand and at a minimum have the conversation about RACE in a way that becomes a learning event for all. I have been doing this work in many different roles—consultant, corporate executive, staff, and voluntarily as a board member many years. You nailed it with contemporary thought and showed both sides of the continuum."

- Barbara Nobles Crawford, Ph.D., Executive Coach & Sr. Organization Development Consultant
Harvard University | Center for Workplace Development

"Allison takes you on an amazing journey of acknowledging and exploring your masked discomfort with discussing racial relations. She creates a safe zone for you to accept inherent biases, and then, just as you are starting to discover comfort, she will draw you into that next awkward space you need to go - the world you believe you live in, but you really don't...because it's a lot harder than just calling someone a friend who doesn't look like you. It's investing emotional energy (lots of it) in trying to understand the world from other people's perspectives, embracing the long tail of history that lives inside each of us - but doesn't have to paralyze us. With grace and empathy and humor, Allison offers you tools to be successful in these conversations we all need to have. To be courageous in the face of uncertainty - to share human compassion regardless of our histories.

What can you expect when you experience Allison? As one example, when she addressed our organization's 250 members, Q&A time came and for nearly a full minute - the audience sat in stunned, reflective silence. Allison is familiar with this - so she waited - and then the floodgates opened. We finally had to end the highly energized dialogue so Allison could offer her closing words. The audience erupted in a standing ovation. The next day, the speaker evaluations showed the highest rating EVER in our 38 year history of hosting renowned thought leaders.

Allison's deep passion is to have an impact on you, for you to find a new path forward, for you to feel enlightened and energized to act...differently."

- Sue LaChance, Human Resources Leadership Forum Board Member
VP, Organizational Development and Learning | Commonwealth Care Alliance

Evaluation Comments from Understanding Race in the Workplace:

- Best program ever! Allison was thought-provoking, engaging, reassuring - all with a sprinkle of good humor.
- Allison was phenomenal! She has the perfect command of easing tension with levity, and kept me engaged and I left wanting to do more and do better. Thank you!
- Wow, just wow. Allison is a powerhouse making this difficult topic more human and approachable.
- Excellent, engaging speaker. Presented a difficult topic with grace and humor.
- I thought this was one of the best speakers/presentations that HRLF has hosted!
- Honestly, I was coming because it was an opportunity to network... not expecting much from the topic since I've heard these before and always left feeling badly, wondering how it could be productive. I was blown away at how great it was in such a short time. Her style is so very engaging and she doesn't make people feel wrong or shamed.

- Allison was authentic; her presentation was thoughtful, meaningful and helpful to help people start the discussion.
- Allison was both provocative and thought provoking. She was an excellent speaker who captivated the audience the entire time. She inspired me to make a difference and to not shy away from the topic but rather to approach it.

For more information, visit us contact us at Connect@PathForward2Impact.com