



THE CORPORATE COMMUNITY INVITATION

Lunch and Learn Series
Discussing Race and Racism at Work

Purpose

The Learner's Group has designed a 4-6 Part series on Race and Racism at Work, to lead corporations through a series of dialogues beyond the typical formation, into actionable, substantive transformation. The goals are to bring willing participants together in a meaningful forum to dissect the realities and presence of race and racism both in society and within the workplace, the manifestation of both, and strategies for successfully addressing incidents and issues. Sessions would occur over the lunch hour and extend an additional hour beyond lunch. Participants would need to commit to attending all four sessions. Employees joining the dialogue by Session Two may be eligible to participate if committed to attending all remaining workshops.

Session Topics/Outline

Session 1: Understanding Race

- Sharing Our Stories
- The Ideal State
- Understanding Race

The goal of this Session One is to help participants share personal experiences and stories that relate to recent current around race/racism in the United States. We will discuss the benefits of accurately defining race to explore what an ideal state of affairs might look like and entertain how we might move to arrive at such a state.

Session 2: Anatomy of an Ism

- From Bias to Isms
- The Importance of Power
- Individual vs. Institutional
- Active vs. Passive

Most people are unsure about how to arrive at a standard and accurate definition of racism. People are often equally challenged when it comes to an understanding of what systemic racism is all about. Session two helps participants gain more in-depth insight around these terms/ideas and gives them a chance to explore racism at a deeper level. The goal is to provide clarity, absent any blame, shame, or guilt.

Session 3: Manifestations and Case Studies

- Behavior Awareness Model

- Engage in Dialogue
- Case Study Exercise

In Session three, participants move to the long-awaited place of examining solutions and strategies that help people respond appropriately to incidents that might be considered racist. Often, the immediate reaction from an organization's leader(s) is to fire and/or discipline people for their actions and speech. In this session, participants will use case studies from real-life scenarios to explore alternatives that can appropriately address the issues.

Session 4: Commitment to Transform

- Cycle of Socialization
- Individual Change
- Institutional Change
- Personal/Institutional Action Plans

Part of the transformation must occur at the individual level, yet organizational transformation is also essential. If we change people and leave the organization the same, things might revert to the way they were. Section four helps us begin to examine organizational shifts that need to occur.

Post-Workshop Process

Following the 4 Part Series, participants will share perspectives about the experience regarding what went well, what was missing, and what remains left to do beyond today? TLG will administer a workshop evaluation to collect data for quality improvement purposes and to track the overall transformation. Between each workshop, participants would receive an action planning document to help them commit to engaging in specific actions beyond their learned experiences.

Two additional sections we invite you to consider adding are:

Session 5: Working As Allies (For White Employees)

Session 5: Building Coalitions and Addressing Fatigue (For People of Color)