

# Learning How to *LISTEN* About Race and Racism

For constructive dialogue to occur, **we may first need to learn how to listen to one another** as we share our different experiences related to race.



History, combined with recent events, has many of us asking, “how do we move forward?” Move forward we must, and organizations will play a key role in how the future unfolds. But many of us haven’t learned how to talk about race and racism with each other authentically, especially at work. Before we begin working on solutions, shouldn’t we ensure we have listened and understand the real issues? This forum series provides ONE possible option forward in the journey ahead.

## Core Forum Series Listening Guidelines:

### Create space to *Welcome, Value, Respect and Hear*

Rather than tasking some to illuminate others

### Share experiences & perspectives

Rather than debate or come to consensus

### Listen to Understand

Rather than listening to react or solve

### Lean into Empathy

Rather than creating divides or divisions

## Anticipated outcomes may include:

- I. Building / rebuilding trust
- II. Strengthening of relationships
- III. Deepening understanding of self and others
- IV. Beginning to create bridges
- V. Heightening awareness of the complexity of race

### Forum Series Delivery Options:

We partner with you to determine the best delivery format(s) for your organization (i.e. level or role focused; large group or small group; diverse or homogeneous racial groups; virtual or in-person, etc.).

### Target Audience

All employees, all levels

### Length

Minimum 90 minutes; up to 4 hours

### Formats

- Keynote Style (racially diverse co-facilitation)
- Small Guided Sessions
- Larger Interactive Listening Forums

## To learn more

about incorporating the Learning How to *Listen* About Race forum into your DEI activities or scheduling a keynote presentation, contact **312.268.5831** or [info@inquestconsulting.com](mailto:info@inquestconsulting.com)