

Office of Diversity and Inclusion
Intensive Supervisor Series
In the Moment - Bridging the Gaps of Race Dialogue

As the country struggles with racial tensions, polarized perspectives, and heinous acts of violence, members of our campus community are hurting, enraged, exhausted, and confused. This series of dialogue sessions is for supervisors who want to support their staff and engage in conversations that will encourage inclusion by bridging the gaps associated with our current racial tensions.

Through these discussions, participants will:

- Gain a better understanding of how the current situations may be impacting staff
- Understand the basis and impact of unconscious bias
- Learn how to align our intentions with our actions
- Gain an enhanced level of comfort when engaging with staff about issues related to race

Date	Dialogue Sessions
<p>Monday, July 6 11:00 a.m. to noon</p>	<p>Building an Empathic Work Environment We know that it is nearly impossible for our team members to leave their concerns, fears, and frustrations at the (virtual) door when they start to work. Many of us are left speechless by the current societal climate and are struggling to find ways to help team members cope.</p> <p>Join us for a session that will provide a platform for discussion. It is one designed to help understand the varied perspectives that team members may have and lead us to determine effective ways to demonstrate empathy and care.</p> <p>Questions for this session:</p> <ul style="list-style-type: none"> • As a supervisor, what have you observed? Are staff members able to leave issues of the current polarized climate at the door? • What have you done to demonstrate care for your staff during this polarized time? What could you do better? • What resources do you need?

<p>Wednesday, July 8 11:00 a.m. to noon</p>	<p>Understanding Unconscious Bias Biases impact the ways that we interact with others. In this session, we will have an opportunity to discuss the definition of unconscious bias and understand its impact. We will also identify ways to raise awareness about our personal biases in an effort to build relationships with others.</p> <p>Questions for this session:</p> <ul style="list-style-type: none"> • What biases do you have and how did they develop? • Has the impact of your unconscious biases been realized? • What triggers or reminders spring your unconscious biases into action?
<p>Friday, July 10 11:00 a.m. to noon</p>	<p>Engaging in Dialogue about Race Many of us are at a loss for words when the topic of race enters the conversation. As a result, the topic is often avoided. In this discussion, we will discover a baseline approach to the “race conversation” that will encourage authentic and productive dialogue with your teams.</p> <p>Questions for this session:</p> <ul style="list-style-type: none"> • Are you comfortable engaging in a dialogue about race? Why or why not? • How do you communicate your intentions when engaging in discussion about race? • How do you request grace or patience as you commit to your continued development regarding race dialogue?

Due to the desire to engage all participants in active dialogue, the capacity for this series is limited to 25 attendees. Registration [Click HERE](#) is required. Attendees should expect to attend all of the sessions as each session builds upon the information received in the previous session.