



# COURAGEOUS CONVERSATION®

## BEYOND DIVERSITY™

**Beyond Diversity™** is a powerful, personally transforming, two-day seminar that helps leaders, employees, and organizations understand the impact of race on their lives, their work, and their overall growth and development. Interactive and stirring exercises strengthen participants' critical consciousness of race and lead them to investigate the role that racism plays in institutionalizing achievement disparities.

Facilitators model and teach the Courageous Conversation® Protocol, which equips participants to discuss race in a manner that is productive, insightful, and generative. We cannot solve the problems created by systemic racism without discussing race. **Beyond Diversity™**, a program with a 25-year history and over 100,000 alumni, enables organizations to generate equity by imparting a proven and effective method for having courageous conversations about race.

### CORE SEMINAR TOPICS & CONCEPTS

- Courageous Conversation® Protocol
- Racial Identity Development and Practice
- (De) Constructing Systemic Racism
- Adaptive Leadership for Equity
- Racial Power and Privilege

***“The way to stop discrimination on the basis of race is to speak openly and candidly on the subject of race.”***

**HON. SONIA SOTOMAYOR,**  
U.S. Supreme Court Justice (2014)

### ENGAGE

in a thoughtful, compassionate exploration of race and racism and grapple with how they influence the cultures and climates of our workplaces and our communities.

### DEVELOP

the knowledge and requisite skills for engaging, sustaining, and deepening Courageous Conversation® about the impact of race and racism on our lives.

### PRACTICE

strategies for identifying and addressing the policies, programs, and procedures that negatively impact achievement of BIPOC and serve as barriers to ALL people's fullest potential.