



www.langandassociates.net
contact@langandassociates.net
 916-447-5264 | 800-499-841

Can We CHAT At-A-Glance Conversations about History, Awareness and Transformation

In between wanting change and making it happen, we need to talk.

Can We CHAT is a facilitated group discussion process custom designed for specific groups. Different than a classroom setting or presentation, **Can We CHAT** actively engages the personal experiences, perspectives and curiosity of participants both during and beyond each session. This people-driven approach underscores the value of every voice and recognizes that change grows from within and in different directions when people are encouraged to express, explore and process thoughts and feelings without fear of being condemned, dismissed or rebuked.

Background: Designed to support workplace conversations about race among a diverse group of employees with clear guidelines, helpful communication tools and relevant resources.

Purpose: To advance, deepen and normalize the capacity to discuss complexities and issues related to diversity, equity and inclusion in the workplace.

Process: Each stand-alone session is 60-75 minutes in length, facilitates up to 75 participants with pre-session prep material and generates a detailed post-session summary.

Benefits: Creates opportunity for personal, professional and structural evolution regarding race and racism; provides space and format for inclusive dialogue and learning; and builds cultural relevance and responsibility by better understanding **history**, increasing mutual **awareness** and sharing interest in positive **transformation**.

Sample Past and Future Topics of Conversation related to Race:

History	Awareness	Transformation
-What is Race? -Racism and the Founding of America -The Making of Ferguson -Race and Voting Rights --- The Disturbing History of the Suburbs -Race and Immigration -Redlining -The Trauma of Racism -Race and the Arts -Race and Police Violence	-Deconstructing White Privilege -Race and the Holidays -Housing discrimination -Race in the Workplace -Racism and COVID-19 -Structural Racism -Race and the Media -Racism: A Public Health Crisis! -Othering -The Groundwater Effect -Identity -The Illusion of Race -Race Norming	-How to Talk about Race -Being Color Brave -Race Talk and the Conspiracy of Silence -Race Talk: Understanding Difficult Dialogues on Race -Race and Leadership -Race and Allyship -The Anti-Racist Workplace -Cultural Responsiveness/Humility -Restorative Justice and Racial Healing -The Post-Racial Workplace