



Session I, July 12-14, 2017

9. Race and Reconciliation

In 2015 we experienced one senseless act of violence after another in the United States, the majority involving Black members of our communities. Perhaps no other event in this country moved us more than the killings at Mother Emanuel Church in Charleston, South Carolina, where nine Black churchgoers were slain. This tragedy, as well as many others, has stimulated the Council of National Black Churches initiative for a National Dialogue on Race and Reconciliation. We will examine reconciliation from the point of view of culture and race, new frameworks for culturally sensitive conversations about race, the difference between forgiveness and reconciliation, and new resources to increase the likelihood of successful dialogue. You will have the opportunity to participate in and facilitate what have come to be known as difficult dialogues, using a unique and supportive process developed by the faculty.

We will build on our experience at Mother Emanuel Church in Charleston. The goal, as stated at the Conference on National Black Churches, is to make sure that the tragedy at Mother Emanuel isn't simply an annual commemoration of a tragedy but, rather, an opportunity to begin a National Dialogue on Race and Reconciliation.

Designed for: Anyone committed to facilitating discussion on race and reconciliation, including police, security professionals, community service providers, human resource professionals, or academics and trainers seeking to develop constructive approaches to race and culture.

Workshop Objectives

- Identify the difference between “forgiveness” and “reconciliation”
- Explore your different unconscious biases around discussion of “hot topics”
- Look at different perspectives of what constitutes racism from a cultural point of view
- Recognize and discuss situations in your life where reconciliation around race has succeeded, or where there is a need for healing
- Minimize cultural misunderstandings

Learning Activities

- Frameworks for culturally sensitive conversations on race
- Information on the nature of unconscious bias as identified in the instructors' book, *Corporate Tribalism*
- An opportunity to participate in and facilitate difficult conversations around race
- Resources that include material for increasing the likelihood of successful dialogue on race and reconciliation



Dr. Thomas Kochman is the chief operating officer of Kochman Mavrelis Associates, a professor emeritus of communication, University of Illinois at Chicago, and co-author, with Jean Mavrelis, of *Corporate Tribalism: White Men, White Women and Cultural Diversity at Work*. He is also author of *Black and White Styles in Conflict* and editor of *Rappin' and Stylin' Out: Communication in Urban Black America*. Tom's fields of expertise include cultural diversity training and research as well as conflict, race, and culture. His special focus is on the impact of cultural differences on interpersonal communication and organizational culture.

Jean Mavrelis is the chief executive officer of Kochman Mavrelis Associates and co-author, with Thomas Kochman, of *Corporate Tribalism: White Men, White Women and Cultural Diversity at Work*. She has served on the Illinois Sex Equity Task Force. Her work focuses on cultural diversity training, research, and management with a special interest in the area of gender and culture. Jean also developed a program called *Managing Social and Cultural Diversity in the Schools*, which she has delivered to the school systems of Boston, Englewood, Denver, Minneapolis, Milwaukee, Chicago, and Rockford, Illinois. She presently acts as a consultant internationally (Pacific Rim) and with clients doing business in Mexico. She served on the Board of *Mujeres Latinas en Acción*, an organization whose mission is to empower Latina women.

