### LISTENING SESSIONS... for what?







IMPROVES ENGAGEMENT



BUILDS TRUST, SUPPORT & PSYCHLOGICAL SAFETY

## LISTENING WITH THE INTENT TO LEARN

Listening is a skill

Listen with an openness to leaning

Listen with curiosity

Focus on your own experiences and feelings

**Stay Present**: guard against the learned tendency to

disengage.

Be willing to change and learn

Recognize that discomfort often leads to real growth.

Expect and Accept non-closure

Suspend Judgement

#### What Brought you to this Circle?

Awareness of equity issues

Desire to self-reflect

Why is it only BLM?

Self-monitor for implicit bias- how to recognize it

**Engaging with diverse perspectives** 

Not sure when to speak up

Is it a safe space? Who is in charge of creating it?



#### What is the hardest thing for you?

Personal sharing of incidents around racism, which I have some shame

Feeling responsible for anti-racist action

Feeling responsible to speak out, but having concern about job security when speaking out

Sharing experiences in a way that's palatable to others

Figuring out how to be a strong and consistent ally to people of color

Not knowing how to call out racist behavior as a white ally



What have you been thinking since protests of the criminal justice system have forced us to attend to systemic racism in our country?

Fear and frustration; re- traumatization; reflection on incidents that have affected family members

Awareness of silence within my department

Concern for how students of color react when they come into a room where no one looks like them.

Concern that our faculty don't reflect the diversity of our students, so our students can't relate.

Trying to balance self-care and helping others.

Joy in opportunities to speak, share, and listen, because space is being created for it.



**Uncertainty- When will this be over?** 

Trauma- losing your or lost loved ones. No one is recognizing this in the workplace.

Guilt- job security, staying at home and self-care. Will self-care continue?

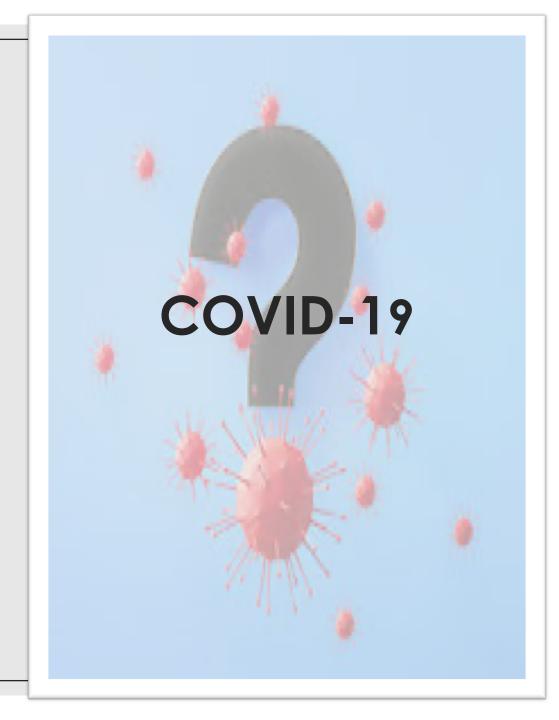
Financial Burden- Spending \$\$ on creating our home offices, technology, and creating a better environment for our kids while at home.



#### **Worry/Empathy Overload**

Lack of Support- Be real, support colleagues by acknowledging pain, suffering, and trauma from the pandemic experience.

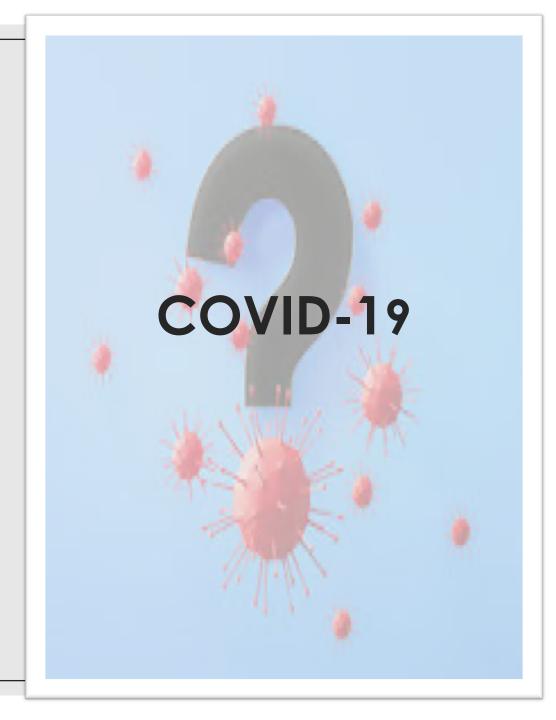
**Balance:** Working more hours, no boundaries



Impact on Children: Concern over schooling. Are they getting what they need while I'm working at home?

#### **Disproportionate Impacts:**

- Employees with young children
  - · Private school vs. Public school
- those caring for elderly loved ones
- Impact on specific communities (South Bay and Chula Vista)





How will you use this information to have meaningful dialogue within your

- Peer groups
- Departments
- Divisions

Think about the ways and the spaces where you can build in time for reflection and listening.

What are SAFE spaces? How are we each responsible for creating a culture that is open to listening without fear?

# THE OFFICE OF PROFESSIONAL DEVELOPMENT

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