

LISTENING SESSIONS... for what?



HOW ARE YOU DOING?



IMPROVES ENGAGEMENT



BUILDS TRUST, SUPPORT &
PSYCHOLOGICAL SAFETY

LISTENING WITH THE INTENT TO LEARN



Listening is a skill

Listen with an **openness to learning**

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?



Race & Racism

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

A stylized illustration on the right side of the slide. It features the silhouettes of several people's heads and shoulders in profile, facing left. The silhouettes are in various shades of brown, tan, and teal. The background is a light, muted green. Overlaid on the silhouettes is the text "Race & Racism" in a bold, black, sans-serif font.

Race & Racism

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.

A stylized, abstract illustration featuring the silhouettes of several people's heads and shoulders in profile, facing right. The colors are muted and earthy, including shades of brown, tan, and teal. The style is graphic and modern, with some internal details like hair and clothing suggested by different colors and patterns.

Race & Racism

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?



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