

Racism in the Workplace

Facilitating Dialog & Responding to Racism



Is Your Business Struggling with Discussions About Race and How to Respond?

Take a deep dive with three diversity and inclusion experts on how your organization can improve policies and procedures, and how positive changes can affect your business's bottom line

Diversity and Inclusion Series

Racism in the Workplace

This 6 part series takes participants on a deep dive on workplace diversity
August 19- December 2, 2020 (2:30P.M. to 4:30 P.M.)

Session 1: August 19

Developing Cultural Intelligence: The Key To Organizational Success

Session 2: September 9

Responding to Stereotypes and Microaggressions in Your Organization

Session 3: September 30

Difficult Dialogue is Healthy for the Work Environment

Session 4: October 21

Recruiting, Hiring and Retaining a Diverse Workforce

Session 5: November 11

Developing a Diversity Strategic Plan and Actionable Goals

Session 6: December 2

Analyzing Policy From a Different Lens

Cost: \$1,110 General Registration, \$990 Xavier Alumni, Military/Govt./Non-profit

Participants will receive 1.2 CEU's and a digital badge upon completion of program

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Facilitators:

Carolyn Craig



Carolyn S. Craig, Founder & President, Mélange Consulting, a diversity, equity and inclusion training and consulting firm, is a keynote speaker, facilitator, educator, change agent and strategist. Her areas of expertise include diversity, equity and inclusion, implicit (unconscious bias), culture competency, diversity curriculum design, employee resource groups, organizational diversity management and assessment, and multicultural marketing. With over twenty years of professional experience as a Business Executive and Diversity & Inclusion Leader, Carolyn has recommended organizational changes that positively affected minority and female populations. Throughout her professional career, Carolyn not only received numerous awards and recognition in the areas of Sales/Marketing and Management/Leadership including the “President’s Club” as a result of delivering breakthrough business results including at Procter & Gamble, a Fortune 50 company, but also received numerous Diversity Leadership Recognition awards as a result of her work. Her impact and influence extend throughout corporations, small businesses, healthcare, pharmaceuticals, educational institutions and non-profits.

Tracey DuEst



Tracey is the Associate Director in the Office of Institutional Diversity & Inclusion at Xavier University. At Xavier, Tracey leads and facilitates diversity & inclusion professional development workshops, oversees the Supplier Diversity program, affinity/caucus groups, and coordinates ADA initiatives. She is also very passionate about her employee advocacy role and works tirelessly to provide support and guidance for individuals as well as teams. Her children, Trey and Tera, are her most significant teachers and one of the reasons why she has dedicated her life to being on the cultural proficiency journey.

Taj P. Smith, Ed.D



Dr. Taj Smith is a Diversity and Social Justice Education Consultant who is passionate about curriculum and program development, cultural humility and bridge building. For four years, he served as Xavier University’s Director of the Center for Diversity and Inclusion. He has a wealth of experience facilitating difficult conversations, supporting climate study processes and creating and developing diversity-related strategic planning initiatives. In the community, he has served as a Board of Directors member for Design Impact, a non-profit in Cincinnati, OH. He currently sits on a steering committee for the Levine Center to End Hate in Rochester, NY.