



HR INFORMED

Day five: Let's talk (and listen)

Racism is a very complicated and difficult topic. Do we need to develop new or better communication skills to avoid microaggression and be good allies? Would some practice help?

'Listening: An Essential Tool for Anti-Racism Work', by Sylvia

Rani: <https://www.takingcharge.csh.umn.edu/listening-essential-tool-anti-racism-work>

'9 Things All Good Listeners Do During Daily Conversations', by Stacey Feintuch, (article, 2021): <https://www.rd.com/list/how-to-listen/>

'They call me a critical race theorist to delegitimise my voice', by David Olusoga (article, Guardian, 2022): <https://www.theguardian.com/education/2022/jun/03/they-call-me-a-critical-race-theorist-to-delegitimise-my-voice-historian-david-olusoga>

'How to be a good ally', by Richie Brave, Chloe Laws and Danielle Dash (article BBC): <https://www.bbc.co.uk/programmes/articles/GxjYmfnH6hbMMY26Z2yTth/how-to-be-a-good-ally>

'The choices we made (Bystanding and Conflict in Northern Ireland) Story 5 - what he was saying', NI 2018, Corrymeela Community (video, 6 mins): https://www.youtube.com/watch?v=pPxMD6Q_rb0

'Ian Wright and Alan Shearer share their experiences of racism | There is No Room For Racism', (podcast, 17 mins, UK, football, 2021): <https://www.youtube.com/watch?v=2LxpeIULvPA>

'Look Within: How to Lead with Self Awareness and Vulnerability', by Matt Abrahams and Brian S. Lowery (podcast with transcript, Stanford Graduate School of Business, 2020, 30 mins, US, exploring how good leaders can self-reflect and better communicate to advance social justice):

<https://www.gsb.stanford.edu/insights/look-within-how-lead-self-awareness-vulnerability>

Why not take some time out today to practice talking and listening, even if only for 10 minutes?

- Discuss a topic, eg allyship and its importance, with family, colleagues or friends.
- How will you prepare?
- Will you adapt your approach for your audience?
- How did they respond? What triggered that response?
- Were any suggestions or alternative views offered?
- Did you practice 'active listening'?
- Were later conversation(s) easier than the first?
- If both your listening and talking skills need brushing up, where should you start?

Acknowledgment: We would like to thank Dr Eddie Moore, Jr for sharing his ideas and materials (21-Day Racial Equity Habit-Building Challenge© — America & Moore (eddiemoorej.com)).

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LET'S TALK



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