

***Race Matters:***  
***Courageous Conversations for Leaders***  
**November 5, 2021**  
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10:00 – 10:30	Welcome & Agenda Learning Objectives Group Introductions
10:30 – 10:50	Diversity, Equity, Inclusion, & Belonging foundational awareness and a common base language
10:50 – 11:20	Interactive exercise to reinforce the foundational awareness
11:20 – 11:30	Break
11:30 – 11:50	Inclusive language best practices & Allyship
11:50 – 12:30	Practice exercise with inclusive language and allyship
12:30 – 1:30	Lunch
1:30 – 1:50	Creating awareness for the importance of having Courageous Conversations: Real-life example and consequences
1:50 – 2:10	The Preparation Process for Courageous Conversations
2:10 – 2:40	Breakout Rooms – Scenario review
2:40 – 3:00	Breakout Room – Planning for Courageous Conversations using scenarios
3:00 – 3:15	Break
3:15 – 3:45	Breakout Room – Practice having Courageous Conversations
3:45 – 4:00	Planning Your Real-life Courageous Conversation
4:00 – 4:30	Next Steps and Action Planning