

# Leveraging the Immunity to Change Framework to Address Barriers to Engaging in Bold Conversations around Race in the Workplace



## PRESENTER:

[Tracey Benson](#), University of North Carolina at Charlotte

## DESCRIPTION:

Self-created fears of the repercussions of engaging in courageous conversations in the workplace often detracts from our goals of making our work environment a place where organizations can address foundational issues associated with racial and ethnic differences. Through applying Bob Kegan's and Lisa Lahey's Immunity To Change process, participants will be afforded the opportunity to reflect on self-imposed and significant internal barriers, fears, and anxieties associated with engaging others. Participants in this session will have the opportunity to contribute a de-identified copy of their ITC map to a research study about the barriers to leading for social justice. A waiver to participate in the study will be provided. Those who chose not to submit a copy of their ITC maps to the research study are still welcome to participate fully in the session. *Open to all participants.*

## TIME:

11:45-1:15pm on Tuesday, March 26<sup>th</sup>

## LOCATION:

Brush Creek