

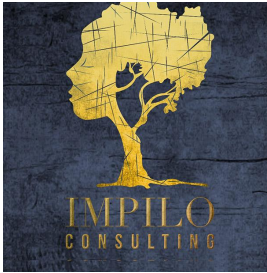


RACE - WHY CAN'T WE JUST TALK ABOUT IT?



Planned Outcomes:

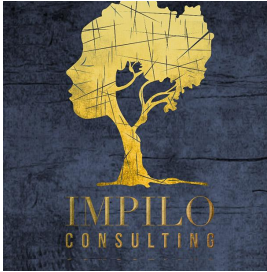
- Anxieties when talking about race and the risk of not talking about race (30 mins)
- Practical/real risks of talking about race (30 mins)
- Holding environment (30min)
- Case Studies: Safe / manageable ways to talk about race and address complex situations (30min)



Anxieties When Talking About Race:

- Hurting people
- Anger
- Damage
- Persecution
- Marking boundaries: belonging VS. not belonging
- Naming/raising very painful experiences and feelings
- Open up racism = opening up other “isms”

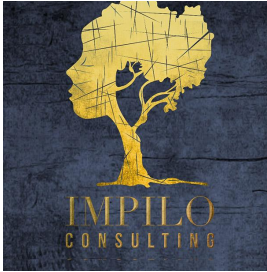
Risk of Not Talking About Race Within the Workplace?



The more we avoid talking about race in the workplace the bigger the anxiety grows as well as the presenting issue.

- Increased tensions
- Decreased collaboration
- Negative work environment
- Conflict
- High staff turnover
- Lack of trust in Leadership
- Discrimination

What is the Risk / Anxiety of talking about race Within the Workplace?



No promotion?

Being labelled/ stigmatised?

Losing your job?

Passive aggressive attacks?



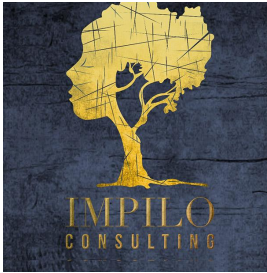
Situation turning explosive?



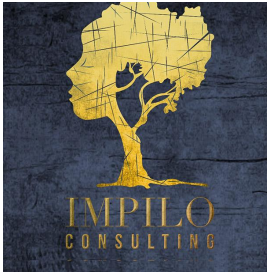


Safety First: Creating a “Holding Environment”

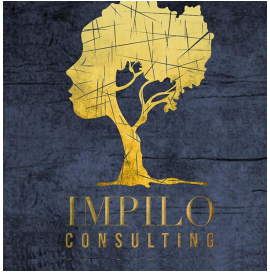
- British Psychoanalyst – Donald Winnicott □
“Holding Environment”
- Safe and supportive space created by an organization that allows individuals/employees to feel secure, valued and capable of exploring their thoughts, emotions and experiences.



“I would feel safe to raise race issues at work if I knew that.....”

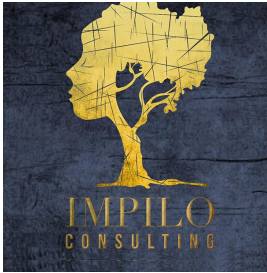


No Holding Environment = No Wellbeing = No Engaging around Race!



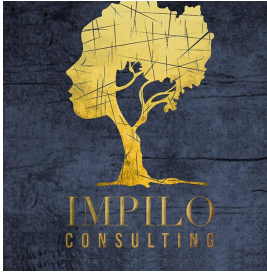
Safe / Manageable ways to address a Complex Situation: Case Study 1

Mr Williams is an older, white male who heads up a small team for a few years. A new, younger, black staff member, Ms Sihle recently joined the team in the role of admin clerk. From the inception of her role, she notices that Mr Williams consistently mispronounces her surname. She has tried correcting him on numerous occasions but with not much success. Each time, Mr Williams brushes it off as a small issue but Ms Sihle finds it unsettling and is at a loss.



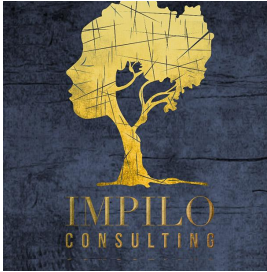
Safe / Manageable ways to address a Complex Situation: Case Study 2

Mr South works as a technician, collaborating with various stake holders, mostly via email. A colleague, Mr Blanche, insists that Mr South send him emails in Afrikaans only, and he insists on not responding to any English emails. Many employees are Afrikaans speaking, but they are all fully conversant in English. Mr South's home language is English and he is not fluent in Afrikaans. He feels angry but unsure of how to handle the situation.



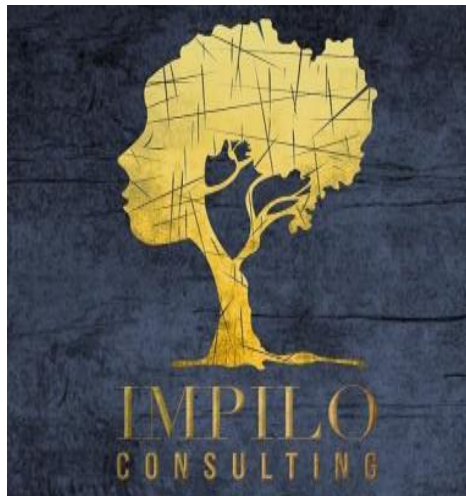
Safe / Manageable ways to address a Complex Situation: Case Study 3

A team of 15 employees each have tasks that they work on individually and this gets collated at weekly meetings. Routinely, these meetings always start with clinical staff seated while the admin team (mostly coloured and black employees) make tea for the team. The admin staff have talked amongst themselves about the unfairness of this situation. On top of this, it is mostly clinical staff who talk in meetings while admin staff take minutes. Tensions are rife but nothing is said, and this is starting to impact work.



Safe / Manageable ways to address Complex Situations

- Race issues are recursive
- Holding environment
- Responsibilities of employers
- Privilege – give up or get taken away
- Facilities – who gets to do what, and who gets a voice?



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