

## We Need To Talk: Navigating Challenging Conversations about Diversity

### Course credit

1 hour of PR Diversity and Inclusion CLE credit (IL)

### Learning Objectives

- Understand how to identify and challenge biases and microaggressions
- Develop the skills necessary to have conversations on culturally sensitive topics
- Understand what an ally is and how to become one

### Course Description

Since 2020, the murder of George Floyd has prompt people to have difficult conversations regarding race. However, little constructive guidance was given regarding how to have these conversations. As a result, although some people engaged in these conversations and were catalysts for change, other people had conversations which may have done more harm than good, and other people simply tried to avoid having these conversations at all.

The reality is that many people struggle with having honest and productive conversations about diversity. These conversations require people to discuss potentially sensitive topics ... to speak and listen with empathy ... to be open to accepting constructive criticism ... to be willing to ask questions with an open mind ... and to risk potentially saying the wrong thing. As a result, some people try to avoid ever having these conversations.

This course explores how professionalism and civility can provide you with skills to facilitate difficult conversations regarding diversity and help you to be leaders in creating more inclusive environments. .

### Timed agenda

Time	Section	Content/Activities
5 mins	Introduction	Welcome and introductions
10 mins	The data	Overview of the data on civility and groups most affected
10 mins	Identifying biases	Bias video discussion. What biases are evident?
20 mins	Challenging biases	What strategies can we employ to combat biases?
10 mins	Key takeaways	Do's and Dont's of difficult conversations
5 mins	Summary and Q&A	Overview of takeaways and questions

## Speaker Bios

### **Julia Roundtree Livingston**

Diversity, Equity, and Inclusion Manager

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Julia Roundtree Livingston serves as the Diversity, Equity, and Inclusion Manager for the Illinois Supreme Court Commission on Professionalism, where she promotes integrity, civility, and professionalism among the lawyers and judges of Illinois. In this role, Julia leads the Commission's educational and advocacy initiatives aimed at promoting diversity, equity, and inclusion (DEI) in the legal and justice systems.

As DEI Manager, Julia develops and delivers legal education on DEI and other professionalism topics to lawyers, judges, and law students, and performs outreach across the state on behalf of the Commission. She also supports the Commission's lawyer-to-lawyer mentoring program and manages its involvement in Jumpstart, a law school preparatory program for historically underrepresented law students.

Before joining the Commission, Julia was the Executive Director of Macon County CASA (Court Appointed Special Advocates) in Illinois. Earlier in her career, Julia was also the Director of Development at Macon County CASA and Baby TALK.

In addition to her role at CASA, Julia was a member of the Illinois CASA Equity Task Force, the Illinois CASA/Children Advocacy Centers Task Force, and the CWAC (Child Welfare Advisory Committee) on Racial Equity led by the Illinois Department of Children & Family Services

Julia has served as an adjunct professor of English—Rhetoric, U.S. Literature, since 1865, African American Literature, Professional Writing and Humanities at the University of Illinois—Urbana, Champaign, Richland Community College, Florida State University, and Southern Illinois University—Carbondale.

Julia is ABD for a PhD from Florida State University in African American Literature and U.S. Literature Since 1865; she holds an MA from Southern Illinois University—Carbondale and a BA from Southern Illinois University—Carbondale.

Julia is a member of the Diversity & Education Leadership Team at the Maroa-Forsyth School District and founder of Discourse on Racial Difference: A Macon County Book Club, which has 600 members statewide.