



*The question is no longer whether systemic racism exists, but rather how do we address it?*

## The RQ - Race Intelligence™ Coaching Program

*A new and bold way to learn, lead, live and heal in a racialized world*

Race Intelligence (RQ) is the capacity to understand our relationship with race, and reveal and recognize, conscious and unconscious mindsets, belief systems and behaviors that enable racialized oppression.

Designed by Michelle D. Davis, LPC, PCC, ORSC, CDTLF, the RQ - Race Intelligence™ Coaching Program equips individuals to access their RQ to develop specific and deliberate skills that transcend equity conversations beyond blame and shame to healing and hope.

Our interdependent relationships within a racialized system are explored to enhance, support and leverage our collective potential to foster growth, connection, restoration and healing to live out the values of justice, equity, diversity and inclusion.



### **reveal**

Accessing **new** insights and the potential within creates a catalyst for change in our relationship with race and each other.



### **reintegrate**

New ways of thinking and being with race are integrated and accessed, creating the conditions for skilled and productive conversations.



### **restore**

Living and leading in meaningful and authentic relationship with our humanity and our differences.

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# The 4 Phases of the RQ - Race Intelligence™ Coaching Program

## Phase 1: Discovery

Coachees will uncover their individual strengths, internal struggles, triggers, and related dynamics that may unconsciously uphold systemic bias and racism.

RQ Coaches will work with coachees to develop the skills needed to stay in difficult conversations in ways that make it more possible to engage, listen, understand and act.

At the same time, coachees will reflect on their values, establish individual goals that forward personal awareness, build leadership courage skills and identify a specific initiative to be activated in Phase 2.

## Phase 2: Relationship

For any system to transform, new information, awareness and skills must enter the system (i.e. person or team). It is through the expression of experiences of another and of differences and dissent in our conversations that offer a different and developmental way of viewing ourselves.

Coachees will have the opportunity to deepen their awareness and build skills to have the conversations people often avoid.

Coaching cohorts will engage in experiential activities intended to reveal conscious and unconscious mindsets, attitudes, behaviors, and belief systems to ignite internal shifts within individuals, leaders, team members, and organizations.

## Phase 3: Forwarding the Action

Coachees work to integrate new ways of being and doing to operate as an equity and inclusion focused leader.

RQ coaches use a relationship systems lens to coach cohorts to take actions to forward their objectives.

This is a critical stage as it supports and deepens coachees' awareness of themselves, as they engage in equity work.

## Phase 4: Sustaining the Action & Impact Evaluation

Coachees have support in sustaining their efforts even as roadblocks show up.

Several times a year, former coachees will come together virtually to share their real-life experiences and receive coaching by way of "process work".

These expansion events are an excellent opportunity to strengthen both your RQ skills and network!

*The RQ - Race Intelligence™ Coaching Program is designed to be fully customizable and maintain its integrity and intention.*