

# Navigating ‘Difference’ with Mindfulness

*This Wellbeing Program is typically offered in four sessions of 90-minutes, once per week. It can be taught virtually, though in-person is encouraged.*

## PROGRAM OVERVIEW

*Navigating Difference* supports individual and team engagement in conversations at the intersection of story, class, identity, and power. Using the support of mindfulness practice and other somatic strategies, participants engage in challenging conversations that have the potential to connect us more deeply to the interdependence and compassion at the core of human experience.

As it unfolds over a month, the course offers the following to participants:

- An introduction to the dimensions of difference within ourselves, and our communities
- Training in mindfulness and somatic strategies to maintain emotional response awareness
- Cultivation of deeper compassion for reactivity, fears and ‘shadow’ spaces
- Increased self-knowledge of what helps maintain presence during times of disequilibrium, or discomfort with others’ experiences

In Week 1 participants practice deep listening as they seek understanding of the many axes of belonging. They discuss the heart of the question “What do We Mean by ‘Difference?’”

Week 2 invites examination of the unconscious lenses participants carry within, as they discuss “Power of Perception, Language, and Worldview.”

During Week 3 participants reflect on what it takes to begin the practice of “Responding With Presence” and they engage in an exercise to take them “Beyond Masks & Shadows.”

In Week 4, participants explore the interconnections that link us deeply across all permutations of human experience through the “Awakening to

Interdependence” theme. Mindfulness practices and reflection exercises are given for each week.

#### IMPACT & OUTCOMES

- Notable reduction in stress from issues related to difference, fairness, and belonging at work
- Direct experience with using mindfulness tools and resources to navigate issues that emerge in the workplace
- Growing self-awareness for when you’ve reached the limit of your own tolerance, and what to do to expand it
- Experiential knowledge of the specific mindfulness strategies that work best for you
- Increased respect for the authentic presence of co-workers, and less bias in evaluating their performance
- More confident collaboration with others in discussing and addressing issues related to difference, fairness, and belonging
- Environment of increased trust and safety for colleagues who share their invisible differences authentically

#### ADDITIONAL INFORMATION

Visit [www.experienceyol.com](http://www.experienceyol.com) and contact us [here](#) for more information.