

# Courageous Conversations about Race

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(she/her/hers)

# Courageous Conversations

Human conversation is the most ancient and easiest way to cultivate the conditions for change – personal change, community and organizational change, planetary change. If we can sit together and talk about what's important to us, we begin to come alive. We share what we see, what we feel, and we listen to what others see and feel.

- Margaret Wheatley (2002)

DARING GREATLY MEANS THE COURAGE

*to be vulnerable*

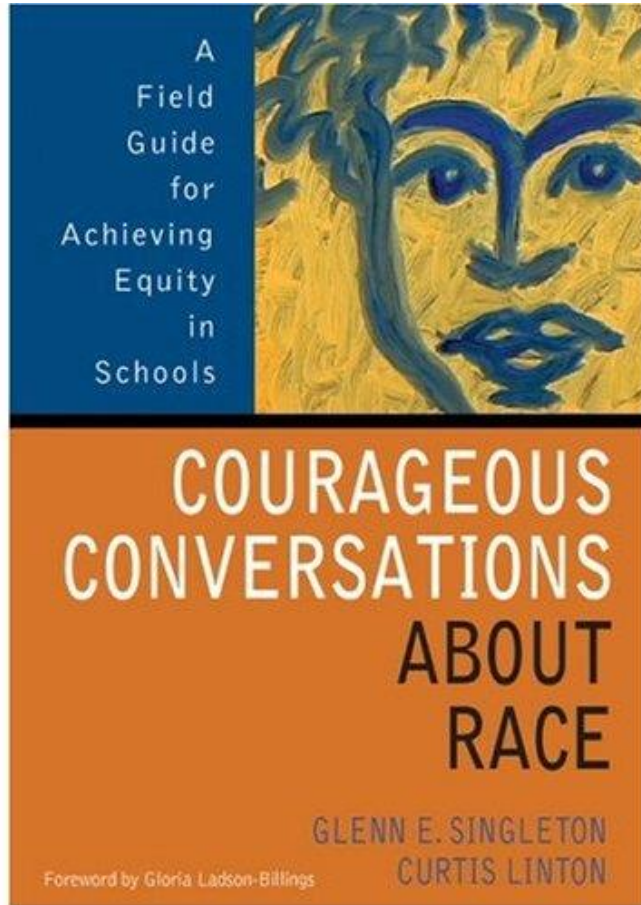
it means to show up and be seen.

TO ASK FOR WHAT YOU NEED.

*to talk about how you're feeling.*

to have the **HARD** conversations.

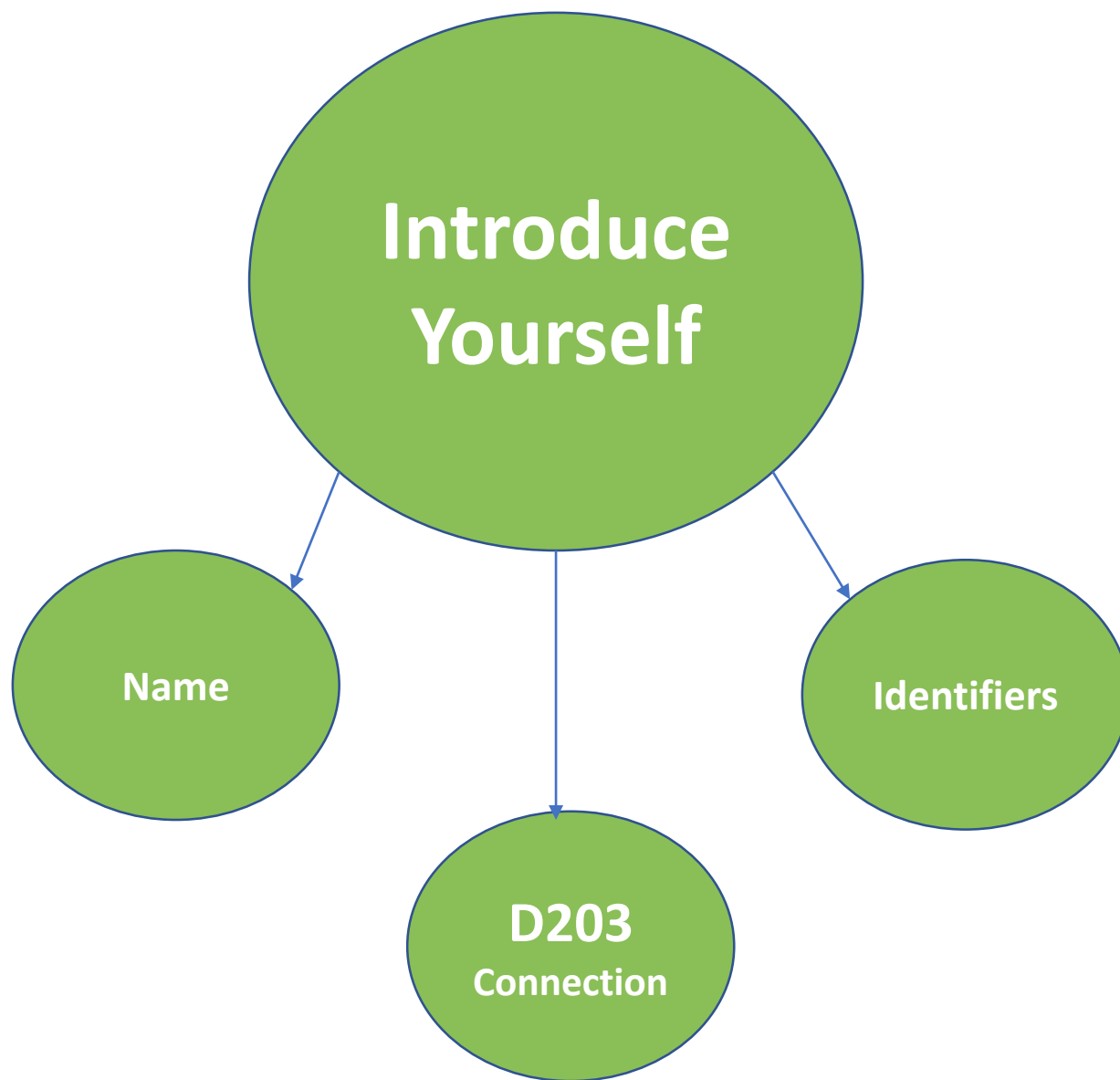
-Brené Brown



## Conversation Norms

- Stay Engaged
- Speak Your Truth
- No Fixing
- Experience Discomfort
- Listen for Understanding
- Honor Confidentiality
- Expect and Accept Non-Closure





1. Share a story about a time you were especially proud to identify with one of the descriptors you noted.
2. Share a story about a time you experienced discrimination because of one or more of your identifiers.  
(or witnessed discrimination)



Rotate to a new table.

### Discuss

Does your family talk about racism with each other and your children? If so, how?



Rotate to a new table.

### Discuss

Have you educated your children about racial slurs such as the “n” word? If so, how?

What role do you think D203 schools should play in educating students about racial slurs?





Rotate to a new table.

## Discuss

Have you ever heard anyone say these things:

- I didn't mean anything by it.
- Why are you so sensitive?
- Look, I'm a good person therefore I cannot be racist.
- Things have always been like this, what's the big deal?

Did you react to those statements? If so, how?

What potential impact do such statements have on the person(s) experiencing racism or discrimination?



# Mindful Inquiry

1. What I heard you say...
2. Tell me more about what you meant by...
3. What angered you about what happened?
4. What hurt you about what happened?
5. What's familiar about what happened?
6. What do you need/want?





# Final Thoughts and Reflections

At your tables, use one word to describe how you feel after participating in today's session.



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