

DIVERSITY CHAMPIONS

FIRST RACIAL EQUITY CONVERSATION



I Dream

I am from a clash of Color,
From an idea of love, modeled for others' perception.
I see me as I am, but am hidden from others' views.
I am who I am, but a living contradiction to my peers.
I see life as a blessing, a gift granted to me.
Why should my tint describe me?
Why should my culture degrade me?
Why should the ignorance of another conjure my presence?
Too many times I've been disappointed by the looks,
By the sneers and misconceptions of the people who don't get me, Who don't
understand why it hurts.
I dream of a place of glory and freedom,
Of losing the weight of oppression on my back.
I dream of the enlightenment of people, Of the opening of their eyes.
I dream for acceptance, And for the blessing of feeling special just once.
One moment of glory . . . for the true virtue in my life.
For the glimmer of freedom, and a rise in real pride.

—Used with permission of Pablo Vega, Junior Chapel Hill High School, Chapel Hill, North Carolina

COURAGEOUS CONVERSATION ABOUT RACE PROTOCOL

Courageous Conversation protocol utilizes the four agreements, six conditions, and compass in order to engage, sustain, and deepen interracial dialogue about race.

THE COMPASS



THE CONDITIONS

1. Focus on what is personal, local and immediate
2. Isolate race
3. Normalize social construction and multiple perspectives
4. Monitor agreements and conditions. Establish parameters
5. Use a “working definition” for race
6. Examine the presence and role of “Whiteness.”

THE AGREEMENTS

- Stay engaged
- Speak your truth
- Experience discomfort
- Expect and accept non-closure

Four Agreements:

- Stay engaged: Staying engaged means “remaining morally, emotionally, intellectually, and socially involved in the dialogue”
- Experience discomfort: This norm acknowledges that discomfort is inevitable, especially, in dialogues about race, privilege etc. It is not talking about these issues that creates divisiveness. The divisiveness already exists in the society and in our communities. It is through dialogue, even when uncomfortable, the healing and change begin.

- **Speak your truth:** This means being open about thoughts and feelings and not just saying what you think others want to hear.
- **Expect and accept non-closure:** This agreement asks participants to “hang out in uncertainty” and not rush to quick solutions, especially in relation to racial understanding, which requires ongoing dialogue.

NEXT CONVERSATION

Tuesday March 20th, 9:30 – 10:30 a.m.

Homework activity: Page 31-33 Got Passion?

Reading: Chapter Three, Why Race?

**If you need additional one-on-one conversation,
If you have any questions or suggestions
please contact Ana Lu Fonseca analu.fonseca@oregonstate.edu**