

DIVERSITY CHAMPIONS

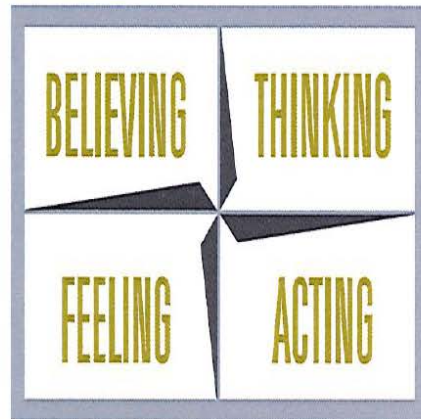
AGREEING TO TALK ABOUT RACE, GETTING PERSONAL



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

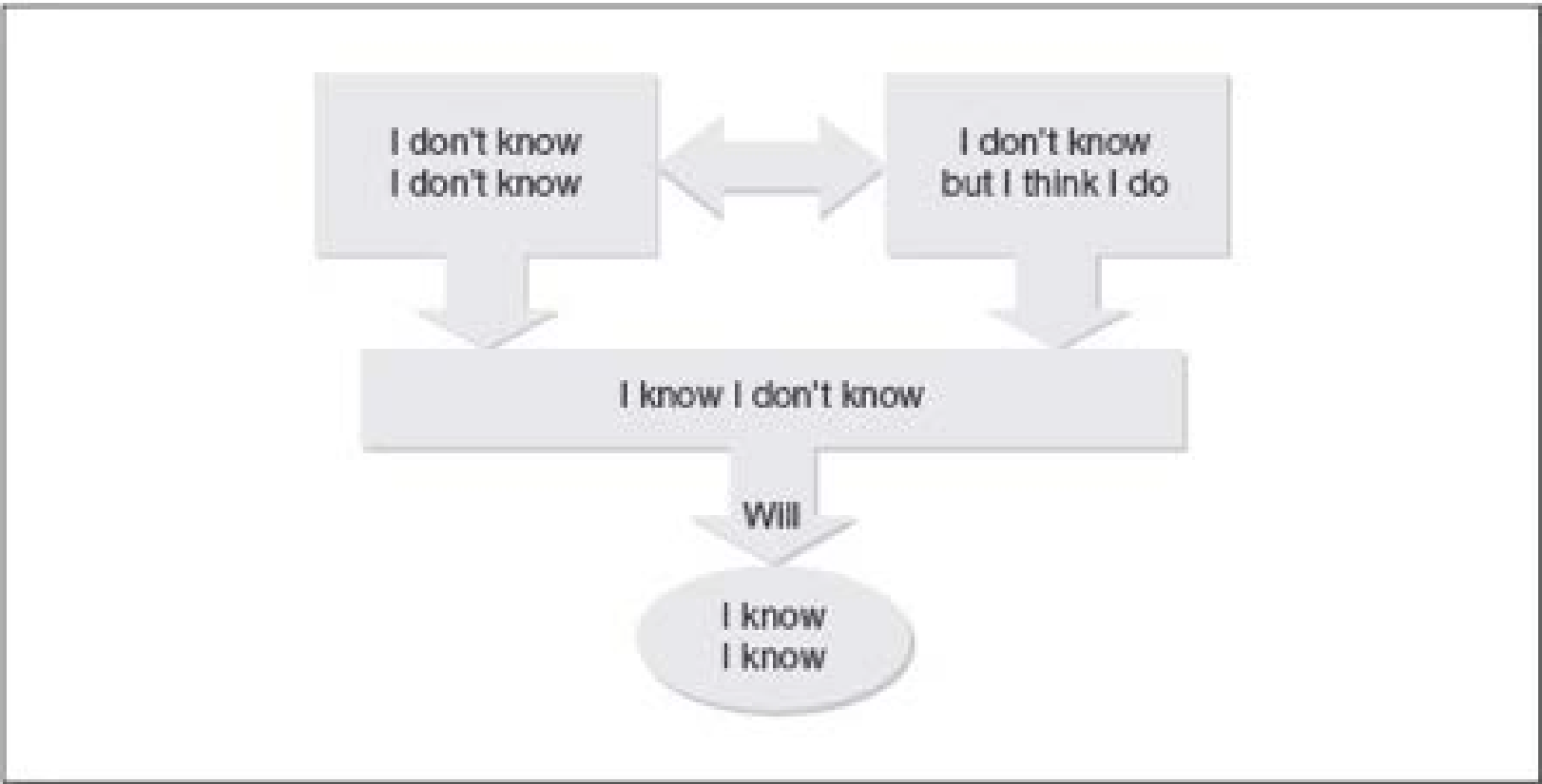


THE CONDITIONS

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



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What To Say/Do When 'Race' Enters the Conversation . . .

The following also enter into the conversation:

- Discomfort
- Concern one might say the wrong thing

Courage is needed to:

- Validate the lived experiences of people of color – How?
- Not interrogate, redefine their experiences nor approach the topic with '*we are all the same*' responses.

How much is my life
impacted by race? (0–100%)



My race impacts my life

- Emotionally:
- Relationally:
- Intellectually:
- Morally:

NEXT CONVERSATION

Tuesday May 15th at 9:30am

Homework activity: Part of your own racial autobiography, **how much is my life impacted by race?** (choose a champion to share some of it before the next meeting)

Next: Chapter 6 and 7

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