

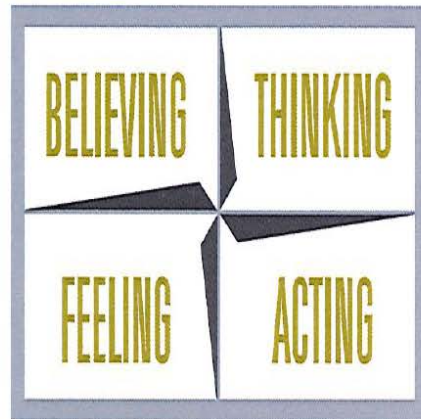
**DIVERSITY CHAMPIONS**  
**KEEPING THE SPOTLIGHT ON RACE**  
**AND AGREEING TO ENGAGE MULTIPLE**  
**RACIAL PERSPECTIVES**



# 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

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



My race impacts my life

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

EVERYONE IS  
NORMAL INSIDE

Thank our days when you what you wear is temp.

**ADIA**

ADIA

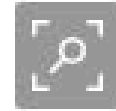
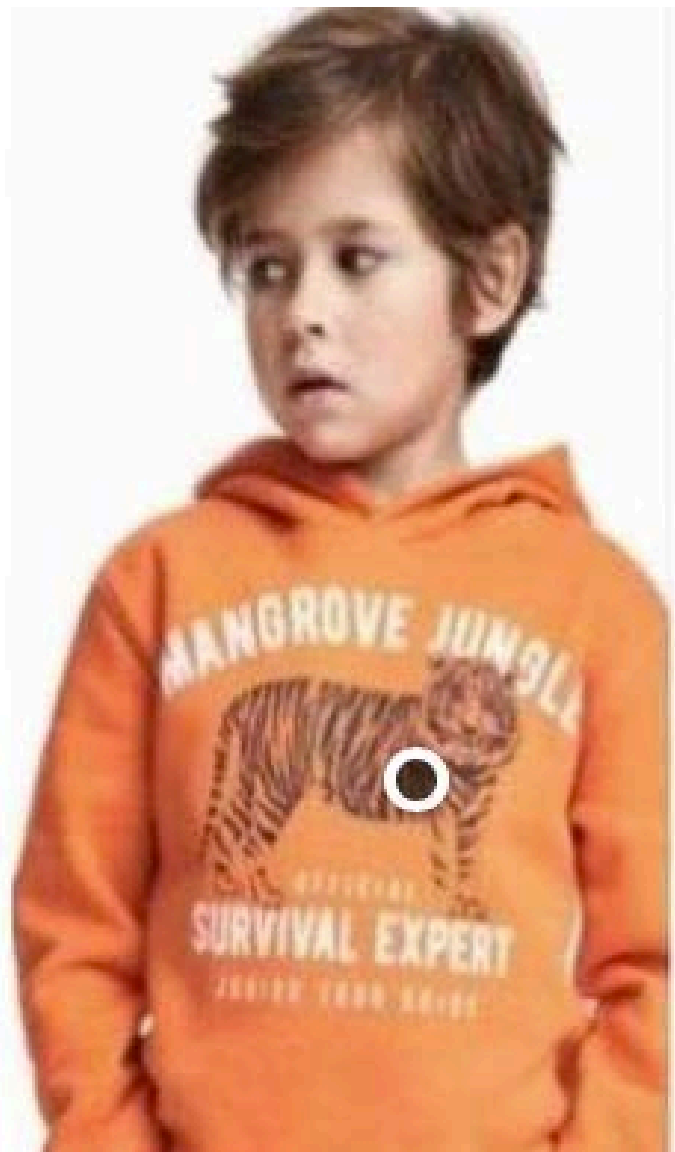




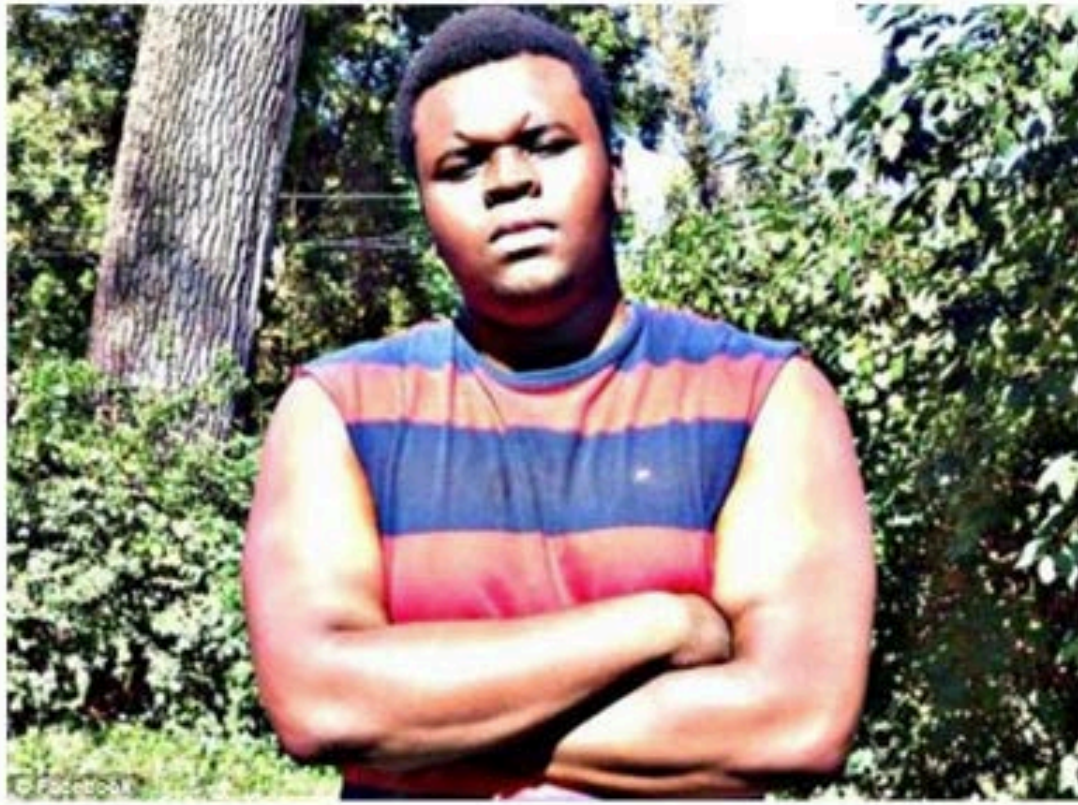
before

after









**6'4" Michael Brown:  
May not have had a gun, but he  
wan't exactly "unarmed."**

## White People "FIND"




Two residents waded through chest-deep water after finding bread and soda from a local grocery store after Hurricane Katrina came through the area in New Orleans, Louisiana.

(AFP/Getty Images/Chris Graythen)

## Black People "LOOT"



A young man walks through chest deep flood water after looting a grocery store in New Orleans on Tuesday, Aug. 30, 2005. Flood waters continue to rise in New Orleans after Hurricane Katrina did extensive damage when it  Associated Press

These stories and pictures both appeared in **YAHOO!** NEWS August 30, 2005

<http://news.yahoo.com/photo/050830/480/1adm10208301530>

[http://news.yahoo.com/photo/050830/photos\\_ts\\_afp/050830071810\\_shwaona\\_photo1](http://news.yahoo.com/photo/050830/photos_ts_afp/050830071810_shwaona_photo1)

## NEXT CONVERSATION

Tuesday June 19<sup>th</sup> at 9:30am

Next: Chapter 8 and 9 (and keep journaling!!!)

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

# Diversity Champions remaining monthly sessions:

- MAY 15:** REVIEW CHAPTERS 6 & 7 (C.C.A.R.)
- JUNE 19:** REVIEW CHAPTERS 8 & 9 (C.C.A.R.)
- JULY 17:** REVIEW CHAPTERS 10 & 11 (C.C.A.R.)
- AUGUST 21:** REVIEW CHAPTERS 12 & 13 (C.C.A.R.)
- SEPTEMBER 18:** MENTORSHIP TRAINING WITH JEFF SHERMAN
- OCTOBER 16:** INTERCULTURAL COMMUNICATION MODULE
- NOVEMBER:** 2018/19 DIVERSITY CHAMPION REGISTRATION OPEN
- DECEMBER:** EXTENSION ANNUAL CONFERENCE (SOCIAL JUSTICE INITIATIVE AND SEARCH ADVOCATE TRAININGS MOST LIKELY AVAILABLE)



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