

DIVERSITY CHAMPIONS

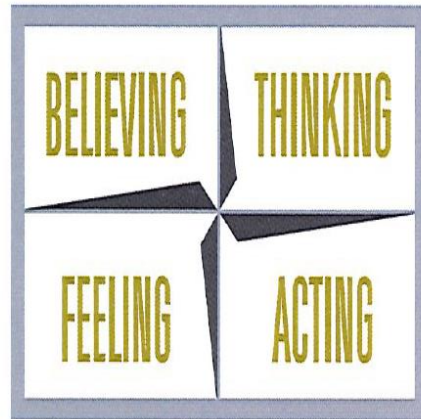
8: KEEPING US ALL AT THE TABLE
9: WHAT DO YOU MEAN BY “RACE”?



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

Reflection

Reflect on your own conversations with colleagues and students who are racially different than you. In what ways have your discussions been limited due to a difference of point of view? How could your familiarity with the Courageous Conversation Compass help you to clarify your own position and better understand the positioning of others?

Watch video here: <https://youtu.be/Dwlx3KQer54>



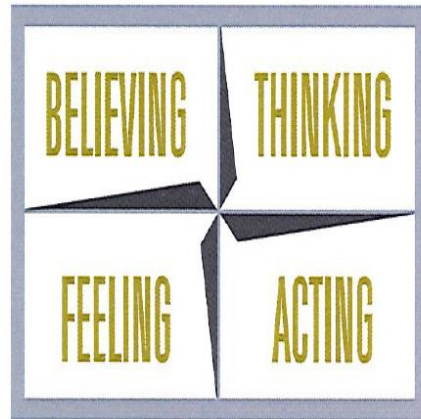
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What is your own working definition of race? Do you feel that your definition is sufficient? In what ways do you differentiate race from ethnicity and nationality?

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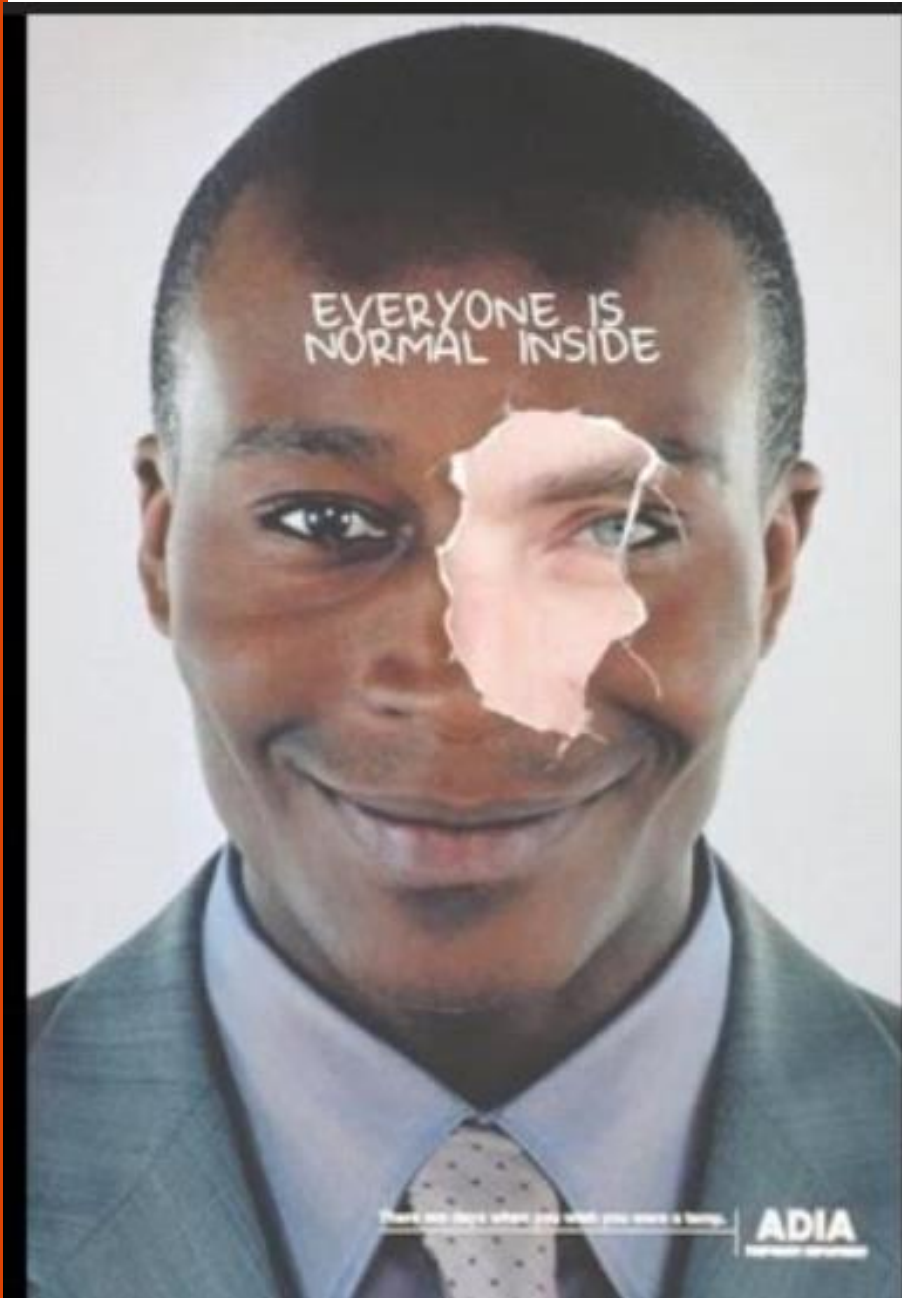
Have you ever engaged in or observed a conversation in which you noticed race trumping ethnicity or nationality? If so, describe the circumstances that made this occur. In what ways did this race trumping complicate or simplify the conversation?



Race

Ethnicity

Nationality



NEXT CONVERSATION

Tuesday July 24th at 9:30am

Next: Chapter 10: Let's talk about whiteness and 11: How leaders talk about Disparities (and remember to 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**