

Preparing ourselves for candid conversations on race and racism

Conversations about race and racism can often feel awkward or difficult because they touch on a subject that has historically been filled with anger, fear, and uncertainty. This framework is intended to provide a roadmap on how to prepare for and engage into these conversations from a place of clear intent, so that if you feel uncertain, your intention will remain your guide.

1. *Reflect on your recent experiences with and observations about race and racism*

What thoughts or beliefs come to mind when you reflect on the events of the past few weeks?

- › What are you noticing?
- › What has stood out to you?
- › What are your stories about what has happened?

2. *Consider the personal impact of these experience and observations*

What has the personal impact been for you of these experiences and observations?

- › What emotions have been evoked in you?
- › What do you find challenging and uncomfortable?
- › What do you find hopeful and encouraging?

3. *Practice having a dialogue with a trusted other about race and racism.*

Seek out a trusted colleague, ally, and have an honest conversation with them about race and racism. Then reflect:

- › What was it like?
- › What did it trigger for you?
- › What was easy? What was hard?

4. *Engage others in a larger conversation about race and racism.*

Initiate a conversation with your team.

- › Share your perspective and how you are feeling. Share why you are having this conversation, why it is important to you personally.
- › Create a space for open dialogue and listen.
- › Do not attempt to solve, defend, project. Simply listen with openness and curiosity – and encourage others to do the same.