DIVERSITY CHAMPIONS

10: CONDITION: LET´S TALK ABOUT WHITENESS

11: HOW RACIAL EQUITY LEADERS ELIMINATE RACIAL DISPARITIES
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

BELIEVING

THINKING

FEELING

ACTING

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 has whiteness impacted your life?
What is whiteness

• Standpoint
• Structural advantage
• Unmarked and unnamed cultural practices
• Historically, socially, politically reproduced social relations
• Intrinsically linked to social relations
I used to think....

Now I think.....

How will I shift practice in order to accommodate what we have explored here today?

- Changes or actions that will directly impact colleagues and/or the working environment
- Changes or actions that will impact services and the people we serve
- Changes or actions that will impact everyone

• Changes can be small.....or big!
PLEASE COME TO OUR RETREAT AND MENTORING TRAINING
Friday September 7th

We will also wrap up the Courageous Conversation About Race Field Guide (12 & 13).

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