DIVERSITY CHAMPIONS

PASSION: AN ESSENTIAL CHARACTERISTIC OF RACIAL EQUITY LEADERSHIP
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
I don't know
I don't know

I don't know but I think I do

I know I don't know

Will

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

My race impacts my life

- Emotionally:
- Relationally:
- Intellectually:
- Morally:
Racism = racial prejudice + institutional power
Reflection

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?
NEXT CONVERSATION

Wednesday March 6th at 10:00am

Homework activity: Please watch Robin DiAngelo’s “What does it mean to be white” video and Chimamanda Adichie TED talk “The danger of a single story” (links will be send to you shortly along with the session re-cap) come prepared to discuss them.

Continue exploring your identity and reading the CCAR field guide.

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