DIVERSITY CHAMPIONS

IDENTITY AND EXPRESSION
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
Media Club Debriefs

• Growing as Diversity, Equity, and Inclusion (DEI) Champions (Tina)
• DEI in Local, Regional, and Community Food Systems (Lauren)
• DEI in Technology and Youth STEM/STEAM Education (Victor)
What Is Identity?

In psychology, **identity** is the qualities, beliefs, personality, looks and/or **expressions** that make a **person** (self-**identity**).

A psychological **identity** relates to self-image (one's mental model of oneself), self-esteem, and individuality.
The Diversity Wheel

- Education
- Work Experience
- Race / Ethnicity
- Gender
- Gender Identity or Expression
- National Origin
- Language and Communication Skills
- Income
- Religion
- Mental / Physical Ability
- Sexual Orientation
- Age
- Political Belief
- Family
- Organizational Role
Module 2 resource overview

• Diversity Champion shared resource folder: https://oregonstate.box.com/s/nim6vte6815wa30ggegjrs5s4xa9wul

• LGBTQ+ Resource Map: https://outreach.oregonstate.edu/diversity/dei-resources#281-tab-3

• DEI Event calendar: https://outreach.oregonstate.edu/diversity/dei-resources#281-tab-1

• Diversity Highlights, every Tuesday: http://blogs.oregonstate.edu/extconnexion/

• New Extension Intranet resource coming soon: https://employee.extension.oregonstate.edu/
What’s next?

Wednesday June 12 at 10:00am

Homework activity: Please visit our resource page and watch this video. Working with LGBTQ+ Youth & Families

Come prepared to discuss/share your insights.

Continue exploring your identity.

If you need additional one-on-one conversation, If you have any questions or suggestions please contact Ana Lu Fonseca analu.fonseca@oregonstate.edu
Join us on June 26th for our in-person “Bias Intervention” workshop.

Designed to build skills to identify & intervene in bias incidents