

## Courageous Conversation About Race Protocol

Below is the courageous conversations about Race protocol. It was originally developed Singleton (M.Ed., Stanford) to support adults in having the conversations necessary to make progress on difficult subjects such as race, racism, ethnicity, and privilege. The main components include: Four agreements; Six Conditions; the mindset compass; and the operational definitions. By using these components, the facilitator supports participants in pushing to sustain difficult dialogue while upholding the agreements; leveraging the compass for check-ins; and adhering to the six conditions. The end result is a robust, experience-driven dialogue that deepens the group's collective understanding while broadening each individual's perspective. Normal sequence is as follows:

1. Introduce protocol and key terms
2. Come to consensus on norms.
3. Groups experience/activity
4. Partner and group compass check-in
5. Dialogue is started and sustained.
6. Debrief and Reflection

### **Four Agreements**

1. **Stay engaged:** Staying engaged means “remaining morally, emotionally, intellectually, and socially involved in the dialogue” (p.59)
2. **Experience discomfort:** This norm acknowledges that discomfort is inevitable, especially, in dialogue about race, and that participants make a commitment to bring issues into the open. It is not talking about these issues that create divisiveness. The divisiveness already exists in the society and in our schools. It is through dialogue, even when uncomfortable, the healing and change begin.
3. **Speak your truth:** This means being open about thoughts and feelings and not just saying what you think others want to hear.
4. **Expect and accept non-closure:** This agreement asks participants to “hang out in uncertainty” and not rush to quick solutions, especially in relation to racial understanding, which requires ongoing dialogue (pp.58-65).

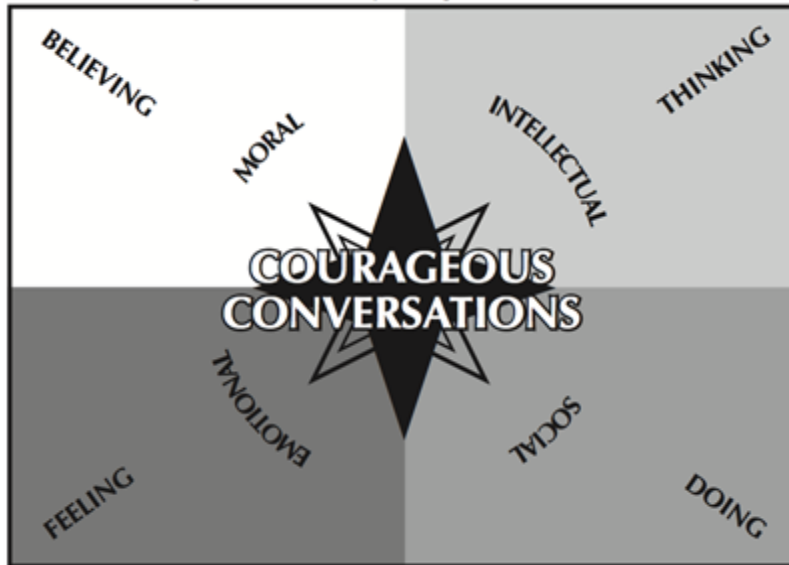
Six Conditions: **\*\*Note:** The intent of these conditions is to have facilitators and participants monitor and actively uphold all 6 conditions. However, it has always been recommended that groups just starting this practice focus on the first two. These also prove supportive of our conversation and issues facing Lewis & Clark at this present moment.

1. **Focus on personal, local and immediate**
2. **Isolate race**

3. Normalize social construction & multiple perspectives
4. Monitor agreements, conditions and establish parameters
5. Use a "working definition" for race
6. Examine the presence and role of "Whiteness"

### The Compass

The compass was created to help us understand how we each process and engage with information about race. It is a way to understand one another's opinions and beliefs. According to the compass, there are 4 ways that people deal with race: Emotional, Intellectual, Moral and Social.



Definitions from which we can all work:

**Race-** A socially constructed characterization of individuals based on skin color, culture, etc.

**Racism-** Any act that even unwittingly tolerates, accepts or reinforces racially unequal opportunities or outcomes for children to learn and thrive.

**Privilege-** A right or advantage that is given to some people and not others.

**“Whiteness”-** The component of each and every one of ourselves that expects assimilation to the dominant culture.

\*Adapted from Glenn E. Singleton & Curtis Linton, *Courageous Conversations about Race: A Field Guide for Achieving Equity in Schools*. 2006. pp.58-65. Thousand Oaks, CA: Corwin.