

Intro to Racial Discussions

DIALOGUE TO MAKE A DIFFERENCE

904WARD

Let's get to know
each other!

904WARD²

Please share:

Your name

How you got connected with 904WARD

The best thing that happened to you this week

The logo for 904WARD, featuring the text "904WARD" in a bold, sans-serif font. A stylized lightning bolt graphic is positioned behind the text, with its tip pointing downwards.

Go to www.menti.com and use the code

**What's a word to describe how you are
feeling today?**

hopeful
reginarocks
congrats on the new

excited

tired

GROUND RULES

Be vulnerable and transparent.

Listen to hear the experience, not to respond.

Be gracious and open minded.

Challenge each other.

Get comfortable with being uncomfortable.

Take ownership of statements that are offensive, regardless of intention.

Respect people's experiences as their own.

Racism



DEFINITIONS

Any prejudice against someone because of their race when those views are reinforced by systems of power.

904WARD

Privilege



DEFINITIONS

Certain social advantages, benefits or degrees of prestige and respect an individual has by virtue of belonging to certain social identity groups that have historically occupied positions of dominance over others

904WARD

Whiteness



DEFINITIONS

The way that White people, their customs, culture, and beliefs operate as the societal standard by which all other groups are compared, creating a culture where non-White people are seen as inferior or abnormal.

904WARD

DEFINITIONS

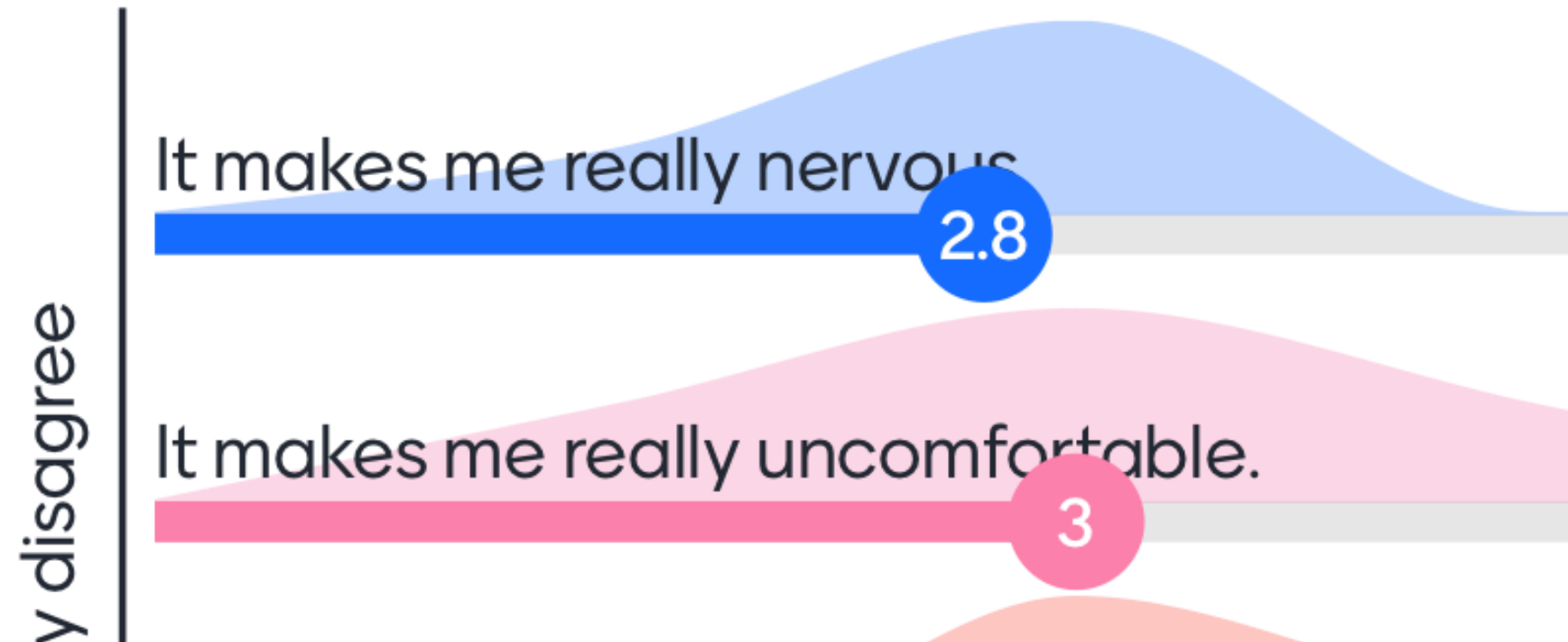


Additional definitions for terms such as bias, identities, microaggressions, and cultural appropriation are on our website and available in a link on the chat.

904WARD

Go to www.menti.com and use the code

How do you feel about having a c about race?



STARTING THE CONVERSATION

1. State your intentions.

2. Remember what your top priority in the conversation is, and don't let your emotions override that.

3. Do your research.

4. Be aware of how your privilege influences your perspective in the conversation, and then check it.

5. The conversation is not about your comfort. Do not deflect or dissuade discussions because the topic is uncomfortable for you.

6. Make your objective to clearly and coherently represent your position, not to change anyone.





DURING THE CONVERSATION

1. If you are in the seat of privilege in the conversation, talk less and listen more. Ask questions.
2. When you start to feel defensive, stop and ask yourself why.
3. Do not tone police.
4. If you are White, watch how many times you say “I” or “me.”
5. Don’t engage in “whataboutisms” or make your anti-racism argument oppressive against other groups.
6. Ask yourself: Am I trying to be right or am I trying to do better?
7. Do not force people of color into discussions of race.



POST-CONVERSATION

1. Contemplate issues raised in the discussion and consider why the person has the views they do. Issues are easier to address if you understand where they originate.

2. Don't write your synopsis of the conversation as "the time you got yelled at."

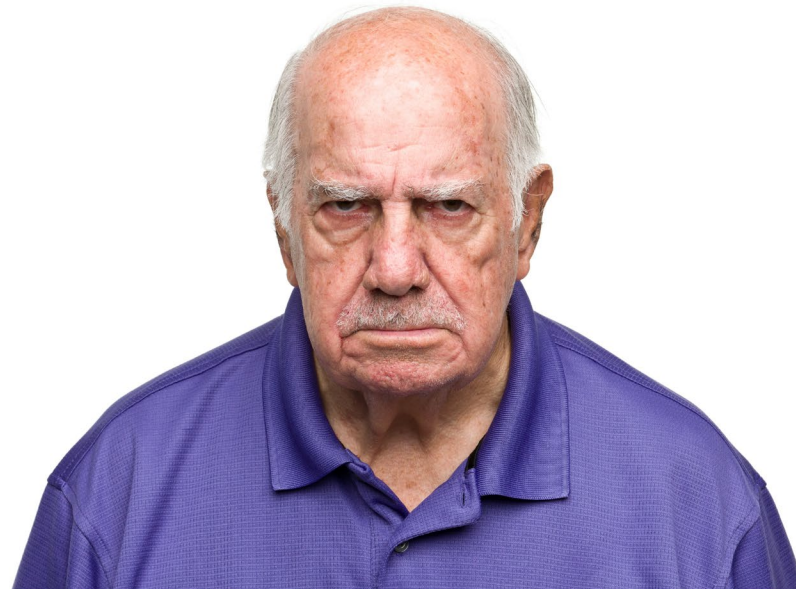
3. Remember that it is worth the risk and commit to trying again.

4. Don't insist that people give you credit for your intentions.

5. You're going to mess up. Everyone does. Don't beat yourself up about it.



Emotional Responses You May Have to the Conversation



Strategies for Handling Emotional Responses

Pause. Take a moment to breathe and let the emotions subside. At the height of them, it can be hard to truly identify what you are feeling.

Sadness, Anger, Frustration, Disappointment, Fear, Anxiety, Shame, Guilt, Embarrassment, Confusion, Nervousness, Surprise, Joy, Excitement, Love, Gratitude, Hope, Optimism, Positivity, Calmness, Serenity, Peace, Contentment, Satisfaction, Well-being, Happiness, Joy, Love, Gratitude, Hope, Optimism, Positivity, Calmness, Serenity, Peace, Contentment, Satisfaction, Well-being

Trigger Warning – Conversations about race can trigger severe emotional responses in people who have experienced racial trauma. If you are triggered during a conversation, remove yourself from the situation and avoid the topic until you are in a different state.

WHEN THE CONVERSATION GOES WRONG

Someone says something offensive that angers you.



Someone says something that is racially demeaning and insulting.

The conversation goes into a discussion about stereotypes or unproven theories.

Someone says that you're being racist or calls you a racist.





MICROAGGRESSIONS

Microaggressions are small daily insults and indignities perpetrated against marginalized or oppressed people because of their affiliation with that marginalized or oppressed group. Racial microaggressions are insults and indignities perpetrated against people of color.

Are small and can be easily explained away.

Are cumulative.

Are perpetrated by many different people.

Many people do not consciously know that they are perpetrating a microaggression against someone.

MICROAGGRESSIONS



**What do you mean,
you don't speak
Spanish?**



MICROAGGRESSIONS

Microaggressions aren't always words. They can also be subtle or overt actions.



904WARD

INTERSECTIONALITY

Each of us has a myriad of identities – race, gender, class, geographical, sexuality, religious, political, ability – the list goes on and on. Each of those identities have privileges and oppressions associated with them as well as they can combine, mitigate, as well as contradict each other.

For instance, a Black cisgendered gay man is seating in the seat of privilege regarding gender and gender identity, but not as it relates to race and sexual orientation. The combination of being Black and gay can bring its own unique challenges, compounding oppression issues that each of those individual groups may feel.

So, who's ready
to try out their
new knowledge?



MAKE GIFS AT GIFSOUP

ROLE PLAY

We are going to pair you up and put you in breakout rooms.

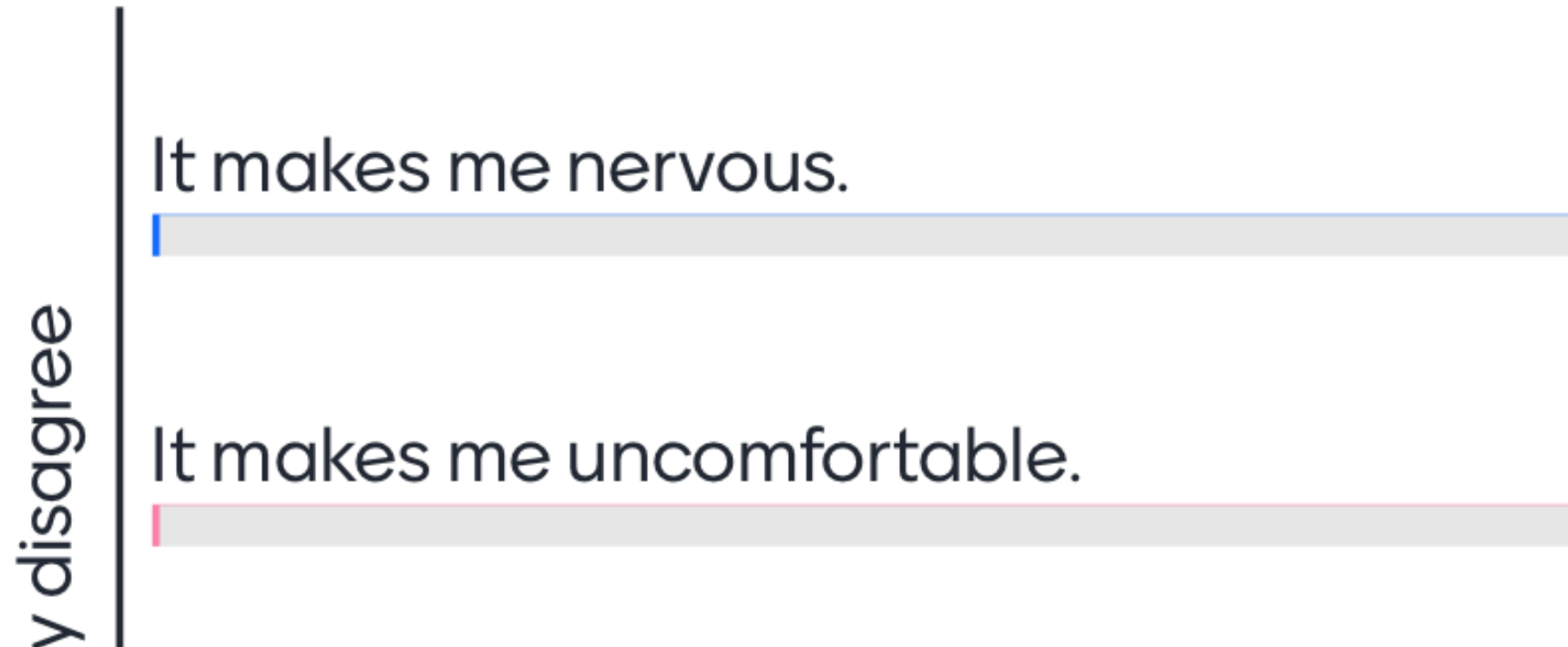
- The first person alphabetically will be Partner A and the other person Partner B.
- You will each have an opportunity to lead a conversation on a prompt. The other person will respond to you. Partner A will lead first. You will have 2-3 minutes for the conversation.
- We will bring you back into the main room and provide you with the second prompt. Partner B will lead that prompt. You will also have 2-3 minutes.
- We will bring you back into the main room to share out and learn from each other.
- Then we'll do it all over again for Round 2!

Let's talk about it!

904WARD

Go to www.menti.com and use the code

How do you feel about having a c about race?



WRAP UP AND CLOSE OUT

What did you take
from today's discussion?

What did we miss?

904WARD



A COUPLE OF OTHER THINGS

Resources

LINK FOR RESOURCES

Continuing the Conversation

TAKE THE POLL

How'd we do?

COMPLETE THE SURVEY

