

DIALOGUE TO MAKE A DIFFERENCE

904WARD

THE RACE CARDS GUIDE FOR HOSTING A CONVERSATION

1. Gather a group of friends, family, colleagues, neighbors, and anyone you know (or don't!). The Race Cards are designed to promote conversations with people with a variety of perspectives. You and your guests will get the most out of this experience if you make sure your group is diverse.
2. Before your group gets together, review the tips on the attached pages. Think about how much time you'd like to allot for your conversation and how many question cards you're likely to address in that time (we recommend 15-30 minutes per question card).
3. Set up the Race Cards face down on the table. If you'd like to pre-select a few cards, a list of recommended questions is available below.
4. Once you are gathered together, begin by welcoming everyone and explaining briefly why you wanted to gather everyone to play the Race Cards. Then, before you begin, go over the golden rules. Ask everyone at your table to do the following:
 - ❖ Have a kitchen table conversation: Make sure everyone gets an equal chance to participate, and no one dominates.
 - ❖ Keep an open mind: Listen carefully. Commit to being respectful of and honoring each person's experiences and perspectives. Listen with a goal of trying to hear and understand, not to respond. This isn't a debate where someone's perspective is "right" or "wrong."
 - ❖ There are no right answers. Draw on your own experiences, perspectives, and beliefs. You do not need to be an expert to share your own experience.
 - ❖ The goal is not to reach consensus but simply to listen to and consider different perspectives.

- ❖ Let your group know that you will keep track of the time, and ask them to please respond if you ask them to wrap up so that others can have a chance to talk, or if you need to move on.
5. Ask each person at your table to introduce themselves (1 minute per person) sharing their name, a brief sentence about themselves, and their earliest memory regarding race.
 6. After each person has introduced themselves, ask one table member to select the first card. Ask participants to take turns responding to the question.
 - ❖ Make sure each person has an opportunity to voice their opinion in response to each question.
 - ❖ Keep a copy of the tips below handy, to help you address any challenging situations that arise.
 4. After everyone has had an opportunity to share, move to the next card. If you have been responding to a card for 15 minutes and not everyone has had a chance to speak, ask the group to let the last few people speak so you can move ahead to the next card.
 5. At the conclusion of your conversation:
 - ❖ Ask your group members for feedback about the cards. Would they feel comfortable using the cards to have a conversation with their family, friends, neighbors, or colleagues? What feedback or suggestions do they have? Please share your feedback with 904WARD via Facebook or our website! Let your guests know they can get their own deck of cards by reaching out via 904WARD.com

If you'd like to pre-select cards, we recommend pulling the following cards, which typically lend themselves to a conversation where everyone can participate and where perspectives may vary.

- ❖ Do you think race relations in the United States are generally good or generally bad?
- ❖ How did your family and community influence your understanding of race?
- ❖ Did your parents talk with you about dealing with the police based on your race? Will you have that conversation with your children?
- ❖ Do you ever feel like you're being stereotyped because of race? Do you ever stereotype people?
- ❖ Do you think protest is a good way to spread awareness about racism?
- ❖ Do you think protest has been effective in putting pressure on those in power to fight racism?
- ❖ What is the difference between equality and equity?
- ❖ What does "systemic racism" mean? Can you think of any examples of racism that is built into part of our society?
- ❖ What is your definition of a "color-blind" America? How should society think about race?

**CONVERSATION TOOLS
TROUBLESHOOTING TOOLS**

IF	THEN
<i>a few people dominate the conversation...</i>	Engage each person from the beginning. Make sure everyone say something early on. Ask, "Are there any new voices on this issue?" or "Does anyone else want to jump in here?" Be direct and say, "We seem to be hearing from the same people. Let's have some others weigh in on the conversation. Call on people by their name to answer.
<i>The group gets off on a tangent or someone in the group rambles on and on...</i>	Ask, "How does what you're talking about relate to our question?" or "What does that lead you to think about (the question at hand)?" Ask the person to restate or sum up what they said in a few words. If you can't get a person to focus, interrupt him or her when they take a breath and move in to another person or question. Then bring him/her back into the conversation later.
<i>someone seems to have a personal grudge about an issue and keeps talking about it...</i>	Remind the person where the group is trying to focus. Ask him/ her to respond to the question at hand. Acknowledge the person and move on. Say, "I can understand where you are coming from, but we need to move on." If the person continues to be disruptive, interrupt them. Say, "We heard you, but we're just not talking about that right now."
<i>People start arguing...</i>	Don't let it bother you too much- its ok as long as it is not mean spirited. Find out what's behind the argument- ask why people disagree, get to the bottom of it. Break the tension with a joke or something funny. Stop to review the

	ground rules. Take a break. Consider having a separate conversation to work through the conflict.
<i>People never disagree or are too polite...</i>	Play devil's advocate. Bring up a different or competing idea (even if one of them comes from you) and see how people respond. Check it out- tell the group you've noticed that they don't disagree much and ask if everyone is really in as much agreement as it seems.

TIPS FOR GETTING THE MOST OUT OF THE CONVERSATION

What to look and listen for

As you lead the conversations, look and listed for these key concepts to help you better understand what participants are saying. The goal is not to just hear what participants are saying, but to understand why they are saying that (as well as what they might not be saying). Be sure to capture comments and perspectives that illustrate these concepts when reporting on conversations.

DO	DON'T
Draw people out. Dig deeper into what they say. Ask, "What do you mean by that?" and "Why do you think that?"	Cut people off and after a few sentences. Assume you know what they mean when they use common words or phrases.
Look out for contradictions and misperceptions. Play devil's advocate and push people to explain their views.	Settle for easy answers. Try to make the conversation nice and enjoyable always.
Be flexible and imaginative. Look for answers to questions throughout the discussion. Go with the flow of the conversation.	Follow the discussion guide word for word. Look for answers to questions only at "designated" times in the guide.
Remove your personal views from the conversation.	Be overbearing. Lead people to give to give the answer or response that you are looking for. Tell people "good idea" or show your own biases in other ways. Finish sentences or thoughts for them.
Set the tone of the discussion. Show that you are interested by paying attention. Sit up and lean forward. Move around the room sometimes.	Look bored or overly relaxed. Be too concerned that people like you.
Make sure everyone says something early on. Keep asking people what they think about what others are saying. Always check-in before a decision point.	Let a few people dominate the conversation. Let one strong speech speak for the group. Base your observations on what a few people say.

Frequently ask people how what they say connects to what they (or others) said earlier. Set up opposing views and ask participant what they make of them.	Let the conversation wander, become too chatty, or be one-dimensional.
After you hear several different views, summarize them. This allows you to check that you heard participants correctly and to juxtapose opposing perspective to see how participants really feel.	Close down the discussion too soon, before people can digest it and respond.
Help people stay focused. Repeat questions throughout the discussion. Take quick impromptu breaks if necessary.	Let the energy in the room run down. Let people get lost or confused in the conversation.
Ask for folks to share their experiences and those of others. Work to imagine what others who aren't in the room might say.	Create artificial scenarios or talk in hypothetical situations.

Additional Tips

- Use follow-up questions – “Why is that important?”
- Resist summarizing – Don’t use your own words. Use the participant’s words.
- Stay on topic – Don’t get into Q &A with participants. Restate the question.