

RACE METHOD: CONNECT → EXPAND ♡

Connect: Be authentic.. Share a personal story that supports some part of their story.. Share if you used to think that way.. *"What I hear you value.."*

Expand: Speak your truth.. I see it another way.. My personal experience.. Perhaps both can be true?

RACE METHOD: REFLECT → ASK →

Reflect: Deep breath. Am I calm? Am I willing to be vulnerable? What are my goals?

Ask: about their experiences that led to their beliefs. Bring in: curiosity, listening, empathy.



PAUSE

LET'S LEARN MORE ABOUT HAVING DIFFICULT CONVERSATIONS

with Jody Bellant Scheer, Kathy Masarie and Jody Feldman

"In order to influence those you disagree with – even vehemently – it is vital that you have compassion for them and try to find points of agreement." by David Campt, The Dialogue Guy

1. Introduction to Workshop, Facilitators and Agenda
2. Goals for a Difficult Discussion, An Experiential Exercise and A Bit about White Privilege
3. Practice: These are the 4 steps from David Campt. It is in the form of an acronym to help us remember, **RACE- Reflect, Ask, Connect, Expand**

STEPS	HOW TO:	ACTIVITIES:
<p>REFLECT before you say anything</p> <p>(Kathy)</p>	<p>Know myself: what messages did I get early on about race (or other difficult subject) from society & family?</p> <p>How do I stay calm (or become calm, grounded when triggered), so I can listen and be empathetic?</p> <ul style="list-style-type: none"> • Am I calm enough to have this conversation? • Is this the right setting for this conversation? • Am I willing to be vulnerable? <p>What universal values do I want to focus on or bring into the conversation?</p>	<p><u>Group Brainstorming:</u></p> <p><u>Strategies for Calming Myself:</u></p> <p><u>What universal values do I want to bring into this conversation?</u></p>
<p>Ask (Jody S)</p>	<p>Pair Practice x 2:</p> <ul style="list-style-type: none"> • Person A is going to make a triggering statement. • Person B is going to ask about Person A's <u>personal</u> experiences that helped form their beliefs. Ask again- if they use sound-bites from news. • Person A responds to query <p>Listen: Person B then listens to Person A:</p> <ul style="list-style-type: none"> • Attentively • With acceptance and an open heart • With CURIOSITY • Seeking underlying values & beliefs (common ground) • What clues show Person A feels truly heard? 	<p>Pair Share x 2: ASK</p> <p>Triggering examples:</p> <ul style="list-style-type: none"> • <i>I am not racist. I am colorblind. I have black friends.</i> • <i>There is no such thing as racism today, slavery is long gone.</i> <p><u>Group Debrief –</u></p>

<p>Connect (Kathy)</p>	<p>Person B talks. Person A listens and responds.</p> <p>Person B Be authentic</p> <ul style="list-style-type: none"> • Relate a personal story that aligns with the other person's universal values. <i>What I hear you value is..</i> • <i>Did I get that right?</i> Person A responds <p>OR</p> <ul style="list-style-type: none"> • Share a story that tends to support even a small part of the other person's point of view. • If you ever used to think like the other person, share that. 	<p>Pair Shared: CONNECT <i>Respond to the triggering statement & story with a story that aligns</i></p> <p>Group Debrief:</p>
<p>Expand (Jody S)</p>	<p>Person B talks. Person A listens and responds.</p> <p>Person B: Share a personal story that might expand the other's thinking on this topic or world view:</p> <ul style="list-style-type: none"> • Build on common ground & common values • Tell a story about how I meet that value...or the strategies I use to meet these values • There's more than one way to look at things. • Holding two contradictory truths at the same time = duality or cognitive dissonance (<i>Is it possible that A <u>and</u> B could be true at the same time?</i>) • Standing your ground. <i>Actually, I see it differently. My experiences Can we agree to disagree on this?</i> <p>Questions to ask myself after the conversation:</p> <ul style="list-style-type: none"> • Did I establish trust? • Did I establish a connection? • Did I manage my own emotions/triggers? 	<p>Pair Shared: EXPAND <i>Share a story that might open up their mind to new ideas or a new point of view</i></p> <p>Group Debrief:</p>

Closing!

Thank you for joining us and best of luck with future Difficult Conversations!