

## ***Three Steps Toward Education and Understanding:***

### **1. Reflect on Race in Your Own Life:**

Start by reflecting on race and the impact of racism in your own personal life.

**2. Seek Other Perspectives:** Develop your capacity to listen to perspectives and understand experiences that are different than your own. Start with family and friends, then expand your conversations to colleagues at work.

**3. Acknowledge and Address Your Own Bias:** Examine how you are associated with and in relationship to white racial dominance, privilege and power. Strive to diminish your bias towards



## **A Guide to Courageous Conversations...**

**...with self:** It is imperative that each of us who endeavors to dismantle racism must take account of how we contribute to it. Step one is to understand how race impacts me personally. That is how do racial disparities and racial injustice evident in my society affect the way I live and learn. How does race impact the day-to-day decisions I make, including with whom I choose to interact, and who influences my perspective, judgement, and loyalties.

When I am clear about the impact of race in my life, only then I can make sense how race impacts my community, country and world.

**...with family and friends:** We have derived so much about our racial understanding from our family and closest friends. Thus, it is imperative that we continue to have conversations with these people who are foundational to how we interpret our world. Especially when we disagree on matters of race, it is with those closest to us that we should practice embracing multiple and conflicting perspectives. Leaving our homes already practicing conversations about race gives us preparation for those conversations that we will have in our workplaces and civic gatherings.

As a nation, we are in desperate need of practice, when it comes to effectively talking about race in our lives and in our society. Practice-having conversations with those who know and trust us most, will help us to improve our will, skill, knowledge and capacity to address the problem of racism.

**...with colleagues at work:** When we enter our workplaces, we carry with us our racial experiences, beliefs and perspectives that ultimately impact the way we relate to our colleagues and do our work. If the workplace is to become a place which values and practices tenets of fairness and justice, we must have meaningful conversations with our colleagues, with both those whom are subordinate as well as those whom supervise us.

We must address racial complexities and institutional racial disparities are present in corporate, education, healthcare, government and non-profit entities' policies, programs and practices. Having conversations about race at work enables each of us to be a force in dismantling systemic racism.