



CREATING A SAFE SPACE TO TALK ABOUT RACE WAYS OF BEING

Conversations about race can be challenging. The following ways of being will help our conversations remain safe and productive.

- We will actively listen and be oriented towards learning. We will avoid assuming we know what others are thinking or feeling.
- We realize that, with regard to race and current events, we all have incomplete information. We will be humble and ask questions.
- We are ok with discomfort. We will be brave so we can get to a better place.
- We will avoid political statements. We do not want to offend others who may have different political views.
- We will assume the best intentions of others and take responsibility for the impact of our words.
- We will speak from our own experience, using “I” and “me” statements. We will avoid making generalizations.
- We will monitor our airtime and be conscious of the voices that are often silenced.
- We will ask questions without being confrontational. We will not assume someone is attacking me for asking a genuine question.