

# Affirming Racial Equity: *Courageous Conversations* (week 1)

## To start:

- Share clear connection with our school
- Go over the Purpose/mission/objective
- Go over the 'norms'
- Go over format (ice breaker, deeper questions, weekly call to action, closing)

## Ice Breakers

- Tell me about a place that makes you feel good.
- Tell a story about something that you have lost or have found.
- Tell a story about a surprise.
- Tell a story about a time when you were generous.
- Tell a story about a time you got angry.
- Tell about someone you miss.
- **Tell something about how you played as a child.**

## Deepen Convo Questions

- **How often do you think about your racial or ethnic identity?**
- **What aspect of your racial or ethnic identity makes you the proudest?**
- In what ways does being White/Latino/Hispanic/African American/Black/Asian/Native American/American Indian/Pacific Islander impact your personal life? Your professional life?
- Have you ever experienced a situation where your racial or ethnic identity seemed to contribute to a problem or uncomfortable situation?
- Does racial or ethnic identity enter in your process of making important or daily decisions? If so, how?
- Have you ever felt "different" in a group setting because of your race/ethnicity? How did this affect you?
- How often/deeply do you interact with people of a different racial/ethnic identity other than your own? What is the nature of these relationships and interactions?
- Have you ever witnessed someone being treated unfairly because of their racial or ethnic identity? If so, how did you respond? How did it make you feel?

# Weekly Call to action via “Racial Equity Challenge”

21 day racial equity challenge

<https://www.eddiemoorej.com/21daychallenge>

Meeting ‘norms’ via <https://www.netimpact.org/blog/talking-about-race>

1. Come from a respectful place that is open and willing to listen and learn
2. Set aside your preconceptions
3. Examine your motivation.
4. Embrace the discomfort of not knowing and the discomfort of uncomfortable topics. (we need to practice having these conversations to make it more comfortable)
5. Find out what you don't know.
6. Listen and be open to questions.
7. Internalize what you've learned.
8. Commit yourself to change.
9. Openly reflect on racial bias
10. Get comfortable with your story and be prepared to share (Understanding who you are, your own values and morals, and goals and aspirations will help you to better formulate the next steps in building racial equality.)