

# The Beauty in Equality, Diversity, and Inclusivity

## When Do You Remember...

### Objective:

The purpose of this activity is to help participants have awareness and empathy around race

**Time:** 15 **Materials:** A Conversation

### Instructions:

1. Ask participants "When were you first aware of your race?"
2. How have external factors influenced your thinking about racial difference? Good or bad? People, things, media, etc.?
3. How have stereotypes impacted your race framework?
4. How has race showed up in your personal life? Career? And in care and caregiving?

### Guidelines to holding dialogue on racism:

- Be clear and open about the purpose of the conversation before inviting people and during the conversation
- Set ground rules for respectful conversation
- Active listening is a must
- Remain open, with curiosity modeled by responding with questions before responding with your own interpretation or explanation of impact in regards to someone else's comments
- Recognize and acknowledge people's experiences. The person/people you are in conversation with are bringing their own perspective, shaped by their own experiences (culture, history, practices, upbringing)
- Be mindful to take breaks to recenter when conversations feel uncomfortable or too wrought with conflict to be productive. Build in moments for deep breathing, pauses to reflect and recenter, and moments to be aware of mind, body, and emotional alignment
- Everyone has agency, and, regardless of agreement and alignment, everyone is worthy of being valued in the dignity of their humanity
- DON'T assume intent. DO center impact over intent
- Dismantling racism is not a checklist, a meeting, or a one-time commitment. Make small, realistic, challenging commitments to grow, learn and evolve.

### Something to think about:

Dialogue is an entry-point to move us into deeper understanding of one another and that can lead to deeper alignment. The goal of these conversations is to move people into awareness and consciousness with hopes that deeper understanding and empathy leads to a commitment to change thoughts and behaviors.

