



CULTURAL COMPETENCE:

Tools for Engaging in Courageous Conversations
about Race



Cultures Connecting
Addressing Race Relations
in the 21st Century

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LEARNING OBJECTIVES

Cultural Competence

Courageous
Conversation

Insight about
self and others

ROUND ROBIN

One reason
having
conversations
about race is
difficult for me
is...



WHAT'S YOUR WHY FOR DIVERSITY?



MICHAEL JR.

gatewaypeople.com

NORMS FOR ENGAGING IN COURAGEOUS CONVERSATIONS





EXPERIENCE
DISCOMFORT

TAKE RISKS



STAY ENGAGED

rather than...

Attack



Avoid





LISTEN FOR UNDERSTANDING

SPEAK YOUR TRUTH



“When I dare to be powerful- to use my strength in the service of my vision, then it becomes less and less important whether I am afraid.”

Audre Lorde



NO FIXING



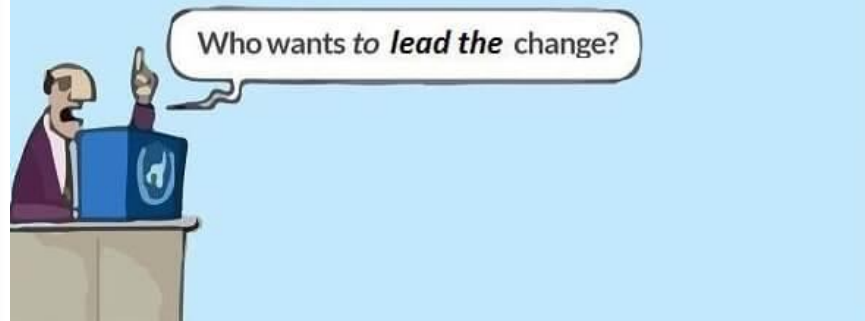
**Expect
and
Accept
Non-Closure**

NORMS

- Experience Discomfort
- Take Risks
- Stay Engaged
- Listen for Understanding
- Speak Your Truth
- No Fixing
- Expect and Accept Non-Closure



- 1) In the workplace do you tend to attack, avoid or engage?
- 2) Which of these are you willing to practice until it becomes a way of being?



Thoughts, Comments,
Questions