FOUR AGREEMENTS
FOR COURAGEOUS CONVERSATIONS

1. Stay engaged.

This means "remaining morally, emotionally, intellectually, and socially involved in the dialogue".

2. Speak your truth (knowing it's only part of the truth)

Use "I" statements when talking. You are the only person who has your unique experiences. Honor and respect each other's truth as their own lived experience.

3. Experience discomfort

This norm acknowledges that discomfort is inevitable, especially in dialogue about race, and that participants make a commitment to bring issues into the open.

Talking about race, racism, and inequity is often uncomfortable. Identifying and unpacking our own identity groups and the different levels of privilege associated with them is even more uncomfortable. To engage in conversations about race and inequity in honest meaningful ways, we must agree to experience some discomfort.

4. Expect and accept non-closure

This agreement asks participants to "hang out in uncertainty" and not rush to quick solutions. Be aware that racial understanding requires ongoing dialogue.

Adapted from: Singleton, G. E., & Linton, C. (2006). Courageous conversations about race: A field guide for achieving equity in schools. Thousand Oaks, CA: Corwin Press.

Community Building Practices
Holding space for deeper conversations

"**Human conversation** is the most ancient and easiest way to **cultivate the conditions for change** – personal change, community and organizational change, planetary change. If we can sit together and talk about what's important to us, we begin to come alive. We share what we see, what we feel, and we listen to what others see and feel."

The Art of Conversation (adapted from Margaret Wheatley)

- We acknowledge one another as equals.

- We try to stay curious about each other.

- We recognize that we need each other's help to become better listeners.

- We slow down so we have time to think and reflect.

- We remember that conversation is the natural way humans think together.

- We expect it to get messy sometimes.