

IMPLEMENTATION EXERCISE

GOT PASSION?

Time required: 45 minutes

Materials required: For each participant, Courageous Conversation Journal and a copy of the worksheet that follows

1. Introduce the concept of Courageous Conversation with the following definition: utilizing the agreements, conditions, and compass to engage, sustain, and deepen interracial dialogue about race in order to examine schooling and improve student achievement
2. Briefly describe the agreements, conditions, and compass, and inform the group that they will explore these in further depth later.
3. Based on the explanation in Part I of this book, describe *passion* as it relates to equity work.
4. Divide staff members into small groups of three or four people with whom they work closely, and give each member a copy of the activity worksheet.
5. Have each member of the group fill out Box 1 on the worksheet in response to this prompt:
 - What is a non-school-related activity I am truly passionate about?At this point, ask participants to share with the whole group what their passions are. Record responses on 8.5" × 11" pieces of paper, and post these around the room to establish a visual of the various passions in the community.
6. Have each member fill out Box 2 in response to this prompt:
 - What is it that I feel and that you would see as I engage in the activity I am passionate about?Briefly share responses in the small groups.
7. Have each member fill out Box 3 with responses to these prompts:
 - What is my personal definition of equity/anti-racism?
 - What is our collective definition of equity/anti-racism?Briefly share responses in the small groups.
8. As a large group, determine collective definitions for both *equity* and *anti-racism*. Make sure that the educators address both terms.

9. Have each member fill out Box 4 with responses to these prompts:
 - When I am engaging in equity/anti-racism work, what do I feel, and what do you see?
 - What qualities and characteristics are exhibited by school leaders who are engaging in equity/anti-racism work?
 - In what ways do I personally exhibit these qualities and characteristics of equity/anti-racist leadership?

Have participants discuss in their small groups what they have determined about their personal passion for equity/anti-racism in their work in the school.

10. Have the larger group share reflections from small-group discussions.
11. Encourage participants to keep this exercise and to note future equity/anti-racism work in their Courageous Conversation Journals.

GOT PASSION?

<div>1. My Passion</div>	<div>2. Looks and Feels Like</div>
<div>3. Equity/Anti-Racism</div>	<div>4. Leadership</div>