

IMPLEMENTATION EXERCISE

FOUR AGREEMENTS OF COURAGEOUS CONVERSATION

Time required: 45 minutes

Materials required: For each participant, Courageous Conversation Journal and the two worksheets that follow

Present the Racial Consciousness Flow Chart to your group, and discuss the following:

- What does it mean to admit “I don’t know I don’t know”?
- What are the inherent weaknesses of “I don’t know but I think I do”?
- How can admitting “I know I don’t know” impact a teacher’s efforts?
- What kind of *will* needs to be enacted to advance from “I know I don’t know” to “I know I know”?

1. Have each participant identify three areas where their knowledge exists for each stage of the Racial Consciousness Flow Chart and reflect briefly with a partner.
2. Share with the group the meaning of and rationale for each of the Four Agreements of Courageous Conversation:

Stay engaged

Speak your truth

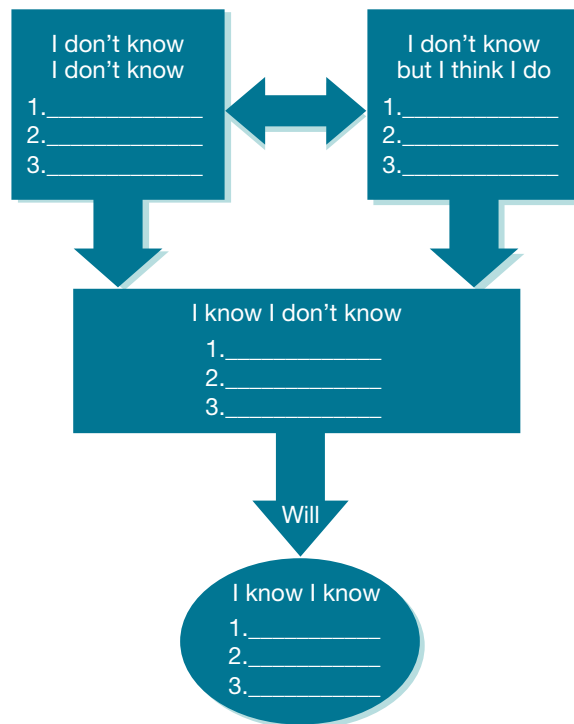
Experience discomfort

Expect and accept non-closure

3. Divide the participants into small groups, and have them discuss the Four Agreements using the following prompts:
 - During a conversation about race, has anyone ever experienced *disengagement* from the conversation? How did it impact the dialogue?
 - Which emotions prevent you from *speaking your truth* during interracial conversations about race? Which conditions can make it safer for you to deal with your racial fears and speak your truth?
 - Has anyone ever felt *discomfort* during a conversation on race? If so, did you work through the discomfort successfully, or was it left unresolved?
 - Why is it necessary to *expect and accept non-closure* when dealing with race?

4. Have each participant complete and sign the following Four Agreements of Courageous Conversation document. After they complete this, have them keep the document in their Courageous Conversation Journal. Discuss with the group how commitment to these agreements will impact the staff's dialogue about student achievement in your school or school system.

RACIAL CONSCIOUSNESS FLOW CHART FOR EXERCISE



FOUR AGREEMENTS OF COURAGEOUS CONVERSATION

I agree to . . .

- Stay engaged.
- Experience discomfort.
- Speak my truth.
- Expect and accept non-closure.

My signature below indicates my commitment to engage, sustain, and deepen interracial dialogue about race.

Educator's Signature