

IMPLEMENTATION

EXERCISE: PART 1

INTERRACIAL DYAD

Time required: 45 minutes

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

1. Present the Fourth Condition of Courageous Conversation:

Monitor the parameters of the conversation by being explicit and intentional about the number of participants, prompts for discussion, and time allotted for listening, speaking, and reflecting. Use the Courageous Conversation Compass to gauge where you and other participants are in terms of your emotional, intellectual, moral, and relational proximity and connection to a given racial topic.

2. Introduce the concept of White Talk versus Color Commentary. Explain that this does not mean that all White people use White Talk and all people of color and indigenous people use Color Commentary. Rather, we need to recognize both as styles of communication that can create difficulty if they are not understood and are imbalanced.
3. Describe the following contrasting traits:

White Talk

- Verbal
- Impersonal
- Intellectual
- Task oriented

Color Commentary

- Nonverbal
- Personal
- Emotional
- Process oriented

4. Divide the participants into interracial groups of three to five people and have them fill out the chart on the worksheet by identifying traits that characterize White Talk and Color Commentary. Have the entire group discuss these traits.
5. Create as many interracial pairings or dyads among your group as possible. Those who are not paired can observe the interracial pairings.
6. Identify two or three racial issues that relate to your school or school system. Give the participants one of these at a time as prompts for discussion.

7. Instruct the participants that they will have two minutes to discuss each prompt. Rather than questioning each other's opinion, have the listeners explain where they heard examples of White Talk and Color Commentary.
8. If desired, the observer can trade places with one member of the dyad for the next prompt, as long as the dyad remains interracial.
9. Bring the group back together and debrief the experience. In what ways did the observers hear White Talk and/or Color Commentary? Who primarily used each style of conversation? Was their use balanced in the dialogue?
10. Have all participants reflect on this conversation in their Courageous Conversation Journal.

WHITE TALK VERSUS COLOR COMMENTARY

FOURTH CONDITION OF COURAGEOUS CONVERSATION

Monitor the parameters of the conversation by being explicit and intentional about the number of participants, prompts for discussion, and time allotted for listening, speaking, and reflecting. Use the Courageous Conversation Compass to gauge where you and other participants are in terms of your emotional, intellectual, moral, and relational proximity and connection to a given racial topic.

**PRACTICE: THE FOUNDATION OF
RACIAL EQUITY LEADERSHIP**

White Talk	Color Commentary
Verbal Traits: Example:	Nonverbal Traits: Example:
Impersonal Traits: Example:	Personal Traits: Example:
Intellectual Traits: Example:	Emotional Traits: Example:
Task oriented Traits: Example:	Process oriented Traits: Example:

