IMPLEMENTATION EXERCISE

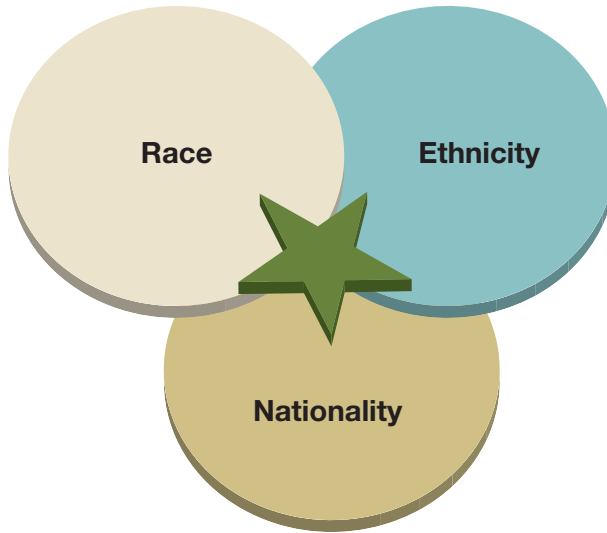## THREE C'S OF IDENTITY

Time required: 45 minutes

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

1. Present the Fifth Condition of Courageous Conversation:

    Establish agreement around a contemporary working definition of race that clearly differentiates it from ethnicity and nationality.

2. Introduce and differentiate the Three C's of Identity:

    Corner: Nationality

    Culture: Ethnicity

    Color: Race

3. Describe the intersection of race, ethnicity, and nationality, as shown in the following diagram. Explain that the star symbolizes the working definition of race, or a clear understanding of one's racial identity or racial culture.

4. Have each participant define and identify their own personal Corner, Culture, and Color on the worksheet. Emphasize the need to differentiate among the Three C's. Remind participants that race is not the same as ethnicity or nationality.

5. Divide participants into small interracial groups of three or four people. Have them share with the group their Three C's.

6. After this discussion, have each participant create their own working definition of race, one that represents a clear understanding of racial identity or racial culture.

7. Address the following prompts within the small groups:

    *   What is the identity you feel most comfortable with?
    *   How does your Corner identity differ from your Culture identity?
    *   What connections exist between your Culture and Color identities?
    *   Of the three identities, which do you believe others see in you?
    *   Do you feel comfortable explaining how you derived your working definition of race?

8. Share small-group observations with the larger group, and have participants reflect in their journals.

THREE C'S OF IDENTITY

FIFTH CONDITION OF COURAGEOUS CONVERSATION

Establish agreement around a contemporary working definition of race that clearly differentiates it from ethnicity and nationality.

➢ Corner

My nationality is . . .

_____

_____

_____

➢ Culture

My ethnicity is . . .

_____

_____

_____

➢ Color

My race is . . .

_____

_____

_____

★ My working definition of race is . . .

_____

_____

_____