

**SAIS  
DEI Conference  
2023**

**Facilitating  
Conversations  
about Race**



[ichangecollaborative.com](http://ichangecollaborative.com)

# Introductions



Dr. Danielle Stewart and Martha Caldwell, partners at iChange Collaborative for over ten years, consult with schools to bring diversity, equity, and inclusion initiatives to life.

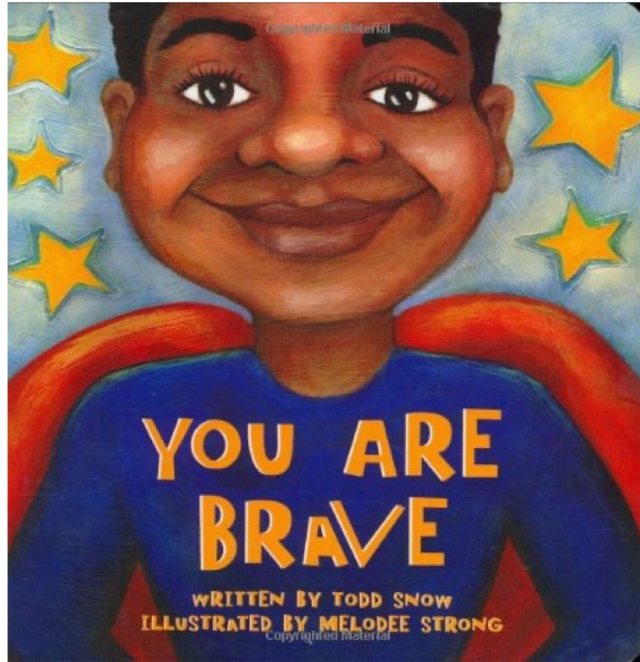
We help schools create thriving learning community with DEI in their DNA.

# Goals

- How to create spaces to normalize conversations about race.
- Understanding conversations about race are different from conversations about racism.
- How to lead conversations about race through a strength- based lens.



# Establishing Norms



# Activity

What Is Your Identity Profile?

# Who Is Talking about Race?

## Some Hardly any of my best friends are black

Assuming the average white and average black American each have 100 friends, this is what the racial breakdown of their friend networks would look like.



The average **white** American has...



91 white friends



1  
black  
friend



1  
Latino  
friend



1  
Asian  
friend



1  
mixed race  
friend



1  
other race  
friend



3  
friends of  
unknown race



The average **black** American has...



83 black friends



8  
white  
friends



2  
Latino  
friends



0  
Asian  
friends



3  
mixed race  
friends



1  
other race  
friend



4  
friends of  
unknown race

WASHINGTONPOST.COM/WONKBLOG

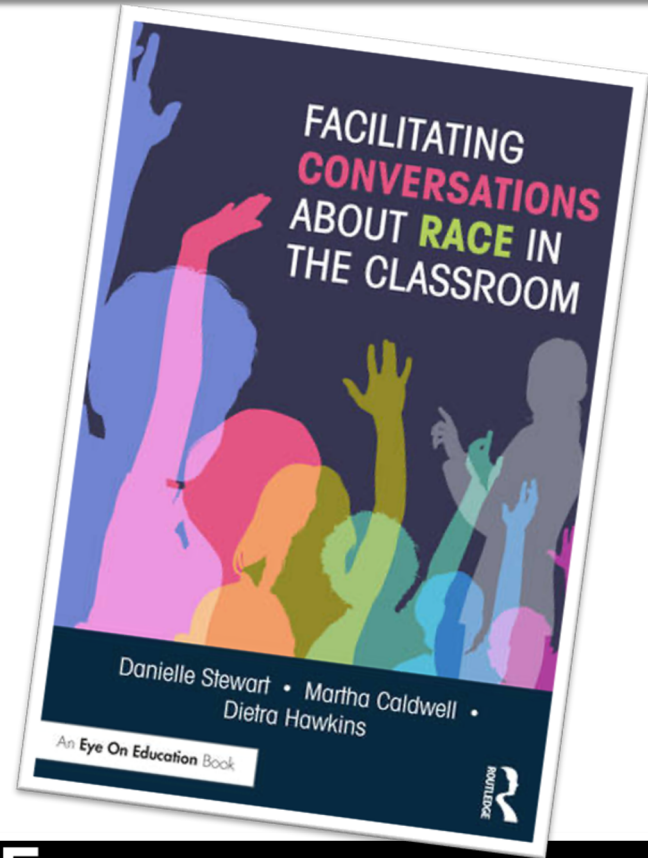
Source: Public Religion Research Institute

# Conversations about Race

There is a difference between conversations about **race** and conversations about **racism**.

*“I learned to start the year off with establishing communication norms, expectations of respect and exploring the WHY to these conversations”.*

- STEM educator



# Reflecting on Our Conversations about Race



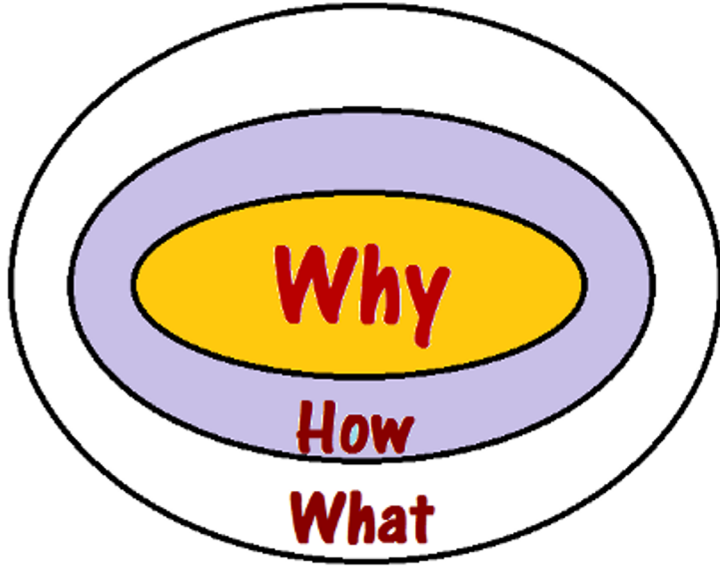


# Start with the “I”

- Speak from the “I” perspective
- What perspective are each of you bringing to the discussion?
- Be open to hearing the experiences that others are speaking from
- Explore your own identity



# Center the WHY



- Why are you personally invested in equity and inclusion?
- Why is your organization invested in equity and inclusion?

# Managing Emotional Processes

- Welcome emotional expression
- Give supportive feedback
- Reframe their stories
- Redirect “going cognitive”
- Redirect emerging conflict
- Be transparent
- Trust the process



# Setting the Stage for Transformation

- Create an agenda
- Prepare the physical/virtual space
- Engage multiple domains of learning
- Create connectedness
- Manage patterns of communication
- Pay attention to body language
- Debrief activities
- Closing the conversation



# Be Intentional; Be Specific

- Find your people to have candid conversations. Through affinity and cohort spaces (connect through iChange Circles).
- Define **WHY** empowerment is important for you and your students (iChange rule for **building trust**).
- **GIFT** your students/community with conversations that stimulate exploration of identity and joy (iChange rule for **building relationships**).
- Dare to **ASK** for the support you need (iChange rule for **building accountability**).

# Closing Conversation

How can you apply what we've talked about here, in your work?

**BE SOCIAL**  
with us



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**Thank You!**