

# Conversations About Race

NewCORE has practical experience and expertise in conversing and facilitating Conversations about Race and Ethnicity and thus invite consideration of these observations.

Sometimes conversations about Race can be fairly benign, abstract and academic. However, the theme of Racism, as a conversation is complicated and complex and has multiple known and unknown pain points and is potentially risky to social and professional relations and status.

As citizens or members of a group it's not necessary or expedient to always speak the truth in conversations. In fact, not worrying about exactly what happened or soul bearing can help free up people for safe conversation.

People's views and attitudes about Race are not always matured and fixed but are still in formation and volition. Therefore, we can be flexible and tolerant of where they are in development or process.

We want our Conversations to foster/promote a climate and practice of Mutual Purpose, Mutual Respect, and Celebrating Difference despite diverse perspectives and experiences of Race and Racism.

Helping each other to install appropriate guard rails and civility in otherwise robust conversations on Race and Racism is a noble and valued role in facilitated conversations.

— Racial difference and Racism are issues that are difficult to ignore.

— Conversations about Race and Racism are usually uncomfortable and upsetting for most people. Let us be sensible. — Conversations about Race and Racism are needed to be binary but can also be beneficially multi-equilateral and intersectional. Let us be engaging.

— As individuals we may have personal opinion(s) and views, feelings and attitudes about Racial difference and Racism, but are mindful and sensitive to what others might say or think about such opinions, views, feelings and attitudes. Let us be responsible and respectful.

— Some of us have fluid circumstantial opinions and views, but don't feel that we can share or say exactly what we mean and feel. Let us strive for non-offensive authenticity.

— Some of us may begin giving our opinions and views, but want to state it in the same eloquent manner that we are capable of in our native or heart language. Let us be receptive and appreciative.

— Others of us are more actively participant in Conversations about Race and Racism and feel confident in our opinions and express them eloquently making the less confident weary. Let us be gracious and aware.

— Disagreements, while they may be spirited, are best in Conversations if based on the content of ideas and opinions, not on personalities. Let us be harmless.

— Even in disagreement, there should be an understanding that in this conversation we are working together to share opinions, feelings views and mutual support that could sustain Conversation toward more meaningful and enriching Conversation. Let us be open.

— Conversations about Race and Racism don't have to alter opinions, attitudes, views and feelings to be regarded as successful. Such Conversations don't have to be conclusive, action prompting or problem solving to be valued and educative.