

DIVERSITY, EQUITY, AND INCLUSION

STRATEGIES FOR FACILITATING CONVERSATIONS ON RACE



CAPRICE HOLLINS and ILSA GOVAN

Diversity Equity And Inclusion Strategies For Facilitating Conversations On Race

Caprice Hollins, Ilsa Govan



Diversity Equity And Inclusion Strategies For Facilitating Conversations On Race:

Diversity, Equity, and Inclusion Caprice D. Hollins, Ilsa M. Govan, 2015 Facilitating conversations about race often involves tension as both the facilitators and participants bring emotional experiences and their deeply held values and beliefs into the room Diversity Equity and Inclusion Strategies for Facilitating Conversations on Race guides facilitators through a process of becoming comfortable with the discomfort in leading conversations about racism privilege and power This book walks you through the important steps to create a foundation where participants feel brave enough to take risks and share their stories and perspectives It guides you through strategies for engaging participants in courageous conversations with one another in ways that don't shame and blame people into understanding This book is a useful tool for individuals organizations and college professors who are interested in learning techniques for guiding their audience through dialogue whereby they become open to listening to one another for understanding rather than holding on to old beliefs and maintaining a posture of defense Readers will learn how the dynamics of race show up in cross cultural spaces including the unique challenges faced by facilitators of color and white facilitators In addition we explore how to identify and counter white privilege in the dialogue between participants Both novice and experienced facilitators will learn helpful strategies for leading conversation that result in people recognizing their role as change agents in ending oppression **Films as**

Rhetorical Texts Janice D. Hamlet, 2019-11-13 Films as Rhetorical Texts Cultivating Discussion about Race Racism and Race Relations presents critical essays focusing on select commercial films and what they can teach us about race racism and race relations in America The films in this volume are critically assessed as rhetorical texts using various aspects and components of critical race theory recognizing that race and racism are intricately ingrained in American society Contributors argue that by viewing and evaluating culture centered films often centered around race and critically analyzing them faculty and students can promote the opportunity for genuine open discussions about race racism and race relations in the United States specifically in the higher education classroom Scholars of film studies media studies race studies and education will find this book particularly useful **Promoting Inclusive Classroom Dynamics in Higher Education** Kathryn C.

Oleson, 2023-07-03 This powerful practical resource helps faculty create an inclusive dynamic in their classrooms so that all students are set up to succeed Grounded in research and theory including educational psychology scholarship of teaching and learning intergroup dialogue and social justice theory this book provides practical solutions to help faculty create an inclusive learning environment in which all students can thrive Each chapter focuses on palpable ideas and adaptive strategies to use right away when teaching The first chapter consider professors intersecting personal and social identities and their expectations for themselves and their students Chapter 2 considers students backgrounds including class race disability and gender and focuses on what students bring to the classroom exploring their basic psychological needs of autonomy competence and belonging their approaches to learning and their self doubts and uncertainties Chapter 3 draws

on universally designed learning in combination with educational design rooted in social justice and multiculturalism to describe ways to design spaces in which students flourish academically Two chapters focus on classroom dynamics Chapter 4 primarily focuses on preparation for having difficult conversations in the classroom considering how instructors can create a shared understanding between themselves and their students Chapter 5 focuses on in the moment strategies to both create and manage discomfort about sensitive and controversial topics while supporting students of various social identities such as gender race disability In the closing chapter the author integrates all the elements in the preceding chapters and also presents more general college wide programs to help faculty develop and improve their teaching

Advancing Inclusive Excellence in Higher Education Shawna Patterson-Stephens, Tamara Bertrand Jones, 2023-08-01 The primary aim of this text is to provide educators with specific strategies for engaging in equity and inclusion work on college campuses We include the perspectives of faculty and staff with a range of experiences and expertise to address current topics evolving at various levels and functional areas in the academy Rather than replicate findings and recommendations established in extant literature we provide faculty staff and graduate students with the insight and tools they will require to transform established recommendations into actionable solutions and promising practices This book offers theoretical and practical approaches to evolving diversity equity and inclusion concerns in higher education The core themes of this volume center on diversity equity inclusion and belonging in higher education While some educators use these terms interchangeably we define diversity as a concept that envelopes several modes of social identity including race ethnicity gender ability sexual orientation faith non faith affiliation size veteran s status etc The practice of fortifying representation amongst minoritized populations without making considerations for structure and support has been the primary model for diversifying the academy for the past 40 years Within the context of higher education and diversity our conversation shifts beyond ensuring marginalized communities are represented Within each chapter the contributing authors address a wide range of diversity equity inclusion and belonging topics that are unique to their positionality as educators in the postsecondary sector As editors we intentionally identify authors with diverse professional backgrounds who offer a range in their approaches to addressing emergent trends in their respective areas in higher education In addition to submitting manuscripts that engage critical examinations of diversity equity and inclusion in the postsecondary sector authors were encouraged to design supplemental material for their chapters such as training modules study guides case studies guides for utilizing critical research approaches and design and interactive activities that can be replicated in various settings on campus e g the classroom residence halls student organization trainings etc

Good Enough Now Jessica Pettitt, 2017-07-10 Sitting around pointing fingers and waiting for change to appear on the horizon has it ever worked for you Do you feel imbalance between who you are and who you think you should be Do you see fulfillment better relationships and stronger teamwork as something to work for but not possible now In her breakthrough message author and speaker Jessica Pettitt reveals the truth

about how we can be the best versions of ourselves now By being our authentic selves we can immediately improve our companies relationships and communities Good Enough Now is an innovative and practical guide to ridding yourself of self doubt self limiting beliefs and habitual excuses through Being true to yourself Building on your strengths Supporting others in their strengths Building better teams Serving others Read this revolutionary book and discover that you already have what is necessary to begin shifting the paradigm **Teaching Nonprofit Management** Karabi C. Bexboruah, Heather L. Carpenter, 2020-04-24 This peer reviewed edited volume provides strategies and practices for teaching nonprofit management theories and concepts in the context of the undergraduate graduate and online classroom environments

Reading to Belong Alyson Lamont, Pamela Washington, Emilie Hard, 2024-02-14 At the present time schools in many places have found themselves in the midst of a culture war While interest from teachers in having critical conversations with students is growing they nonetheless face challenges These tensions reflect a larger world of social and political unrest where our nation s schools are often caught in the middle This work aims to equip educators with tools to facilitate critical conversations with students to question what they read consume and hear Reading to Belong Identity Perspective and Advocacy in the Elementary Grades bridges the gap between research and practice by sharing snapshots of conversations happening in real classrooms The language of mirrors and windows anchors discussions as students deepen an understanding of themselves experience different perspectives and ultimately use this knowledge to change their world for the better *Inside Out* Caprice D. Hollins, 2022-10-25 Inside Out provides a road map for organizational change Written for leaders championing diversity equity inclusion and belonging in their workplace its adaptive approach outlines the crucial steps towards dismantling institutional racism An invaluable resource packed with practical tools and strategies *Inside Out* Caprice D. Hollins, 2022-11-01 Essential steps for leaders working to build an antiracist organization Providing a roadmap to workplace and organizational change Inside Out is packed with practical tools for working collectively towards racial justice and dismantling institutional racism This essential guide includes An adaptive approach to moving race conversations forward with authenticity and genuine curiosity Concrete strategies to help unpack the painful legacies of power privilege and oppression A framework including awareness knowledge skills and action advocacy Key components for engaging effectively calling people in bridging the divide identifying and addressing microaggressions and guiding difficult interactions Critical cross cultural skills for facilitators and leaders faced with fears worries conflicts and concerns that surface in PoC and White participants Helpful suggestions for equity leaders trying to find their why and identify their foundational beliefs as well as tips for practicing self care to lessen burnout and fatigue How to establish an equity team and bring decision makers on board Checklists discussion questions recommended readings best practices and many other valuable resources Inside Out is written specifically for prospective leaders championing diversity equity and inclusion in their workplace It is a must read for anyone guiding the challenging work of becoming an anti racist organization where no

one's identity is a barrier to access or opportunity and everyone belongs AWARDS SILVER 2023 Living Now Book Awards Social Activism Charity SILVER 2023 Nautilus Book Awards Social Change Social Justice FINALIST 2023 International Book Awards Social Change *Facilitating Conversations about Race in the Classroom* Danielle Stewart, Martha Caldwell, Dietra Hawkins, 2022 Learn how to facilitate conversations about race in the classroom and why these discussions are such an important part of our work toward equity and justice In this helpful book Danielle Stewart Martha Caldwell and Dietra Hawkins cover everything from what you need to know to get started to facilitation methods and techniques to how to sustain your work Drawing on their experience at iChange Collaborative a group that works with schools across the country the authors offer a plethora of compelling strategies and examples to help you hone your facilitation skills Specific topics include the importance of exploring your own identity how to prepare yourselves and your classrooms for sensitive conversations how to create class guidelines that create trust and allow vulnerability and how to deliver explicit instruction in compassionate listening sharing stories and giving supportive feedback The book also discusses the role of affinity groups in strengthening racial identities building supportive relationships and enhancing professional practices for educators of color and for race conscious white educators With the authors practical advice educators of all levels of experience and comfort levels will be able to address racial equity in schools or classrooms so you can do your part to address harm educate and ultimately transform society *Facilitating Conversations about Race in the Classroom* Danielle Stewart, Martha Caldwell, Dietra Hawkins, 2022-03-21 Learn how to facilitate conversations about race in the classroom and why these discussions are such an important part of our work toward equity and justice In this helpful book Danielle Stewart Martha Caldwell and Dietra Hawkins cover everything from what you need to know to get started to facilitation methods and techniques to how to sustain your work Drawing on their experience at iChange Collaborative a group that works with schools across the country the authors offer a plethora of compelling strategies and examples to help you hone your facilitation skills Specific topics include the importance of exploring your own identity how to prepare yourselves and your classrooms for sensitive conversations how to create class guidelines that create trust and allow vulnerability and how to deliver explicit instruction in compassionate listening sharing stories and giving supportive feedback The book also discusses the role of affinity groups in strengthening racial identities building supportive relationships and enhancing professional practices for educators of color and for race conscious white educators With the authors practical advice educators of all levels of experience and comfort levels will be able to address racial equity in schools or classrooms so you can do your part to repair harm educate and ultimately transform society **Courageous Conversations About Race** Glenn E. Singleton, 2014-09-15 Create a systemwide plan for transforming the district office schools and classrooms into places that truly support ALL students achieving their highest levels This updated edition of the highly acclaimed bestseller continues to explain the need for candid courageous conversations about race so that educators may understand why student

disengagement and achievement inequality persists and learn how they can develop a curriculum that promotes true educational equity and excellence Almost a decade since its original publication the revised book includes new features as well as preserves the core content that led to many schools and districts success NEW Courageous Conversation Compass NEW Racial autobiographies offering more focused and relevant voices from a diverse group of skilled Courageous Conversation practitioners NEW Case study on St Paul Public Schools a district that has stayed on track with Courageous Conversations and successfully implemented the Systemic Racial Equity Transformation Framework NEW Links to video segments featuring the author describing different aspects of the work UPDATED Implementation exercises UPDATED Activities and checklists for school and district leaders UPDATED Action steps for creating an effective equity team What this book has given me is an effective set of tools to support me in understanding first my own racial biography and then how to discuss with my team race and its impact on education The lessons from this book offer a useful starting point for every school district that wants to change mindsets policies and outcomes Singleton takes readers on a personally and professionally transformative journey toward understanding and action S Dallas Dance Superintendent Baltimore County Public Schools MD All students especially white students need to read think converse and write about issues of race racism and whiteness if teachers are to help move society into a more racially aware and just place for all The work of Glenn Singleton and Pacific Educational Group gives educators the tools they need to have those Courageous Conversations Jackie Roehl 2012 Minnesota Teacher of the Year Edina High School Edina MN Brave and grounded patient but pointed Courageous Conversations About Race delivers a rare combination of critical information illuminating perspective and truly useful tools to get and keep us all engaged in the most important work of our time A great nation is not defined by its ability to assimilate all of its citizens but by its ability to provide equitable opportunities for all of them This book shows us how Dr Anton Treuer Author Everything You Wanted to Know About Indians But Were Afraid to Ask Executive Director American Indian Resource Center Bemidji State University MN When I finished reading this book I immediately wanted to share it with others Glenn Singleton provides strategies and tools to help one examine one s own racial identity His curriculum and modes of inquiry promote self discovery and self awareness The racial autobiographies allowed me to deepen my racial consciousness and become a more effective Courageous Conversation practitioner Mr Singleton is the best equity practitioner I have worked with provocative stimulating mindful of the sensitivities of this topic and devoted to fulfilling our racial equity mandate Ellen C Stein Head of School The Dalton School New York NY In the first edition of his groundbreaking book Courageous Conversations Glenn Singleton made a powerful case that in order to dismantle racism it is first necessary to talk about and understand how power and privilege are related to race In this second edition he takes it one step further adding racial autobiographies and supplements to make it even more accessible to diverse audiences This work is sorely needed if we are ever to reach educational and social equity in our nation Sonia Nieto Professor Emerita Language Literacy

and Culture College of Education University of Massachusetts Amherst The City's leadership team has used Pacific Educational Group's training and the Courageous Conversation protocol effectively to launch our racial equity work Sharing these concepts and approaches with our partners Saint Paul Public Schools has created a level of trust and understanding around racial equity we didn't have before Christopher B Coleman Mayor City of Saint Paul MN Facilitating Conversations on Race Caprice Hollins,Ilsa Govan,2026-05-14 Facilitating Conversations on Race will equip facilitators and organizational leaders with the necessary tools and strategies for dealing with stumbling blocks that often arise when people are brought together to talk about some of the most difficult issues facing our country today racism power and privilege Hollins and Govan share stories and strategies they have practiced in their more than forty years of combined experience facilitating while reminding the reader the power of bringing your authentic self This comprehensive guide begins with the personal work leaders need to do to build their confidence identify their style and recognize their triggers From there readers will learn facilitation foundations from structuring a workshop using best practices in adult learning to skillfully interrupting someone to asking questions that encourage deeper reflection The book supports increasingly advanced skill development including naming and addressing the dynamics of whiteness as it plays out in a meeting and utilizing multiple strategies for moving through tension *Resources in Education* ,1979 It's Time to Talk about Race at Work Kelly McDonald,2021-04-29 It's time the business world got the actionable impactful no cost strategies needed to increase diversity and inclusion in the workplace Many white leaders want to create change but don't know how to do so appropriately and effectively How do you know where the blind spots are that can create obstacles for people of color Your intentions may be sincere and heartfelt but intentions aren't enough In It's Time to Talk about Race at Work acclaimed speaker and bestselling author Kelly McDonald delivers a much needed roadmap for business people This book will help you successfully create a fair and equitable workplace that recognizes diverse talent and fosters productive and constructive conversations in your organization It's Time to Talk about Race at Work does not approach diversity from the standpoint of social activism or an HR perspective Instead this book shows you exactly what to do and how to do it so that you can make real progress on diversity and inclusion regardless of the size of your organization The author's clear real talk style makes it easy to learn The costs and risks you're incurring if your organization lacks diversity How people who don't consider themselves to be racist may still have diversity blind spots How to start the hard conversations you may not know how to approach The STARTING Method an eight step framework that shows you how to ensure your diversity and inclusion efforts are effective How to recognize the excuses people use to avoid taking action on diversity and inclusion How to address the issues and comments that come up when employees feel nervous resentful or uncomfortable as you make headway on diversity in your organization Perfect for executives managers and leaders in organizations of all types and sizes It's Time to Talk about Race at Work is also for employees who want to improve their organization by leading by example Inclusive Conversations

Mary-Frances Winters, 2020-07-28 What is impressive is not only how Winters builds a case for the urgency and need for bold inclusive conversations but that she also gives specific strategies and competencies to turn her theory into practice Dr Sheila Robinson publisher and CEO Diversity Woman Media Effective dialogue across different dimensions of diversity such as race gender age religion or sexual orientation fosters a sense of belonging and inclusion which in turn leads to greater productivity performance and innovation Whether in the workplace faith communities or educational settings our differences can tear us apart rather than bring us together if we do not know how to communicate Recognizing our collective responsibility to earnestly address our differences and increase understanding and empathy will not only enhance organizational goals but will also lead to a healthier kinder and more compassionate world Award winning diversity equity and inclusion consultant Mary Frances Winters has been leading workshops on what she calls Bold Inclusive Conversations for years In this book she offers specific dialogue strategies to foster greater understanding on the following topics Recognizing the importance of creating equity and sharing power Dealing with the fragility of dominant groups their discomfort in engaging with historically subordinated groups Addressing the exhaustion historically marginalized groups feel from constantly explaining their different lived experience Exploring how to build trust and create psychologically safe spaces for dialogue This guide is comprehensive for anyone who wants to break down the barriers that separate us and facilitate discussions on potentially polarizing topics Race Talk and the Conspiracy of Silence Derald Wing Sue, 2016-02-01 Turn Uncomfortable Conversations into Meaningful Dialogue If you believe that talking about race is impolite or that colorblindness is the preferred approach you must read this book Race Talk and the Conspiracy of Silence debunks the most pervasive myths using evidence easy to understand examples and practical tools This significant work answers all your questions about discussing race by covering Characteristics of typical unproductive conversations on race Tacit and explicit social rules related to talking about racial issues Race specific difficulties and misconceptions regarding race talk Concrete advice for educators and parents on approaching race in a new way His insistence on the need to press through resistance to have difficult conversations about race is a helpful corrective for a society that prefers to remain silent about these issues Christopher Wells Vice President for Student Life at DePauw University In a Canadian context the work of Dr Derald Wing Sue in Race Talk and the Conspiracy of Silence is the type of material needed to engage a populace that is often described as Too Polite The accessible material lets individuals engage in difficult conversations about race and racism in ways that make the uncomfortable topics less threatening resulting in a true dialogue rather than a debate Darrell Bowden M Ed Education and Awareness Coordinator Ryerson University He offers those of us who work in the Diversity and Inclusion space practical tools for generating productive dialogues that transcend the limiting constraints of assumptions about race and identity Rania Sanford Ed D Associate Chancellor for Strategic Affairs and Diversity Stanford University Sue's book is a must read for any parent teacher professor practitioner trainer and facilitator who seeks to learn understand and advance

difficult dialogues about issues of race in classrooms workplaces and boardrooms It is a book of empowerment for activists allies or advocates who want to be instruments of change and to help move America from silence and inaction to discussion engagement and action on issues of difference and diversity Integrating real life examples of difficult dialogues that incorporate the range of human emotions Sue provides a masterful illustration of the complexities of dialogues about race in America More importantly he provides a toolkit for those who seek to undertake the courageous journey of understanding and facilitating difficult conversations about race Menah Pratt Clarke JD PhD Associate Provost for Diversity University of Illinois Urbana Champaign Cultivating Equitable and Inclusive Conversations in Higher Education Anatasia S. Kim,Miguel E. Gallardo,Sherri A. Taylor,2025-06-06 This book is a practical guide for educators seeking to facilitate diversity equity and inclusion DEI conversations in higher education More than ever students expect their learning to address the pressing challenges in our world today Against the backdrop of growing social justice movements cancel culture and deepening polarization faculty and administrators require effective skills to navigate the strong opinions and emotions that arise when addressing social issues in the classroom and on campus Authors in this timely volume unpack why DEI conversations are difficult highlight common missteps when facilitating such conversations and offer readers practical skills that support robust inclusive and meaningful discussions Featuring real world examples from educators on the front lines this book provides actionable tools and practices to cultivate learning environments that foster student engagement deep learning inclusion and a sense of belonging **Stretching:** Chauncia Willis,2020-12-15 Stretching is a stirring imperative for change and call to action for racial equity within the United States The book illuminates America s journey of racial awakening and its need to embrace diversity equity and inclusion as a priority for survival and growth *Courageous Conversations About Race* Glenn E. Singleton,Curtis Linton,2005-11-18 Deepen your understanding of racial factors in academic performance and discover new strategies for closing the achievement gap Examining the achievement gap through the prism of race the authors explain the need for candid courageous conversations about race in order to understand why performance inequity persists Through these courageous conversations educators will learn how to create a learning community that promotes true academic parity Practical features of this book include Implementation exercises Prompts language and tools that support profound discussion Activities and checklists for administrators Action steps for creating an equity team

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