DIVERSITY, EQUITY, AND INCLUSION

STRATEGIES FOR FACILITATING CONVERSATIONS ON RACE



CAPRICE HOLLINS and ILSA GOVAN

Kathryn C. Oleson

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 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 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 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 **Inside Out** Caprice D. Hollins, 2022-10-25 Inside Out provides a road map for organizational change Written the better 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

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learn how they can develop a curriculum that promotes true educational equity and excellence NEW Revised Courageous Conversation Compass NEW Racial autobiographies NEW Case study on St Paul Public Schools which has stayed on track with the Courageous Conversation protocol and framework NEW Links to video segments of the author describing the work REVISED Activities and checklists for school and district leaders REVISED Action and implementation steps 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 It's Time to Talk about Race at Work Kelly McDonald, 2021-06-09 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, 2015-01-21 Learn to talk about race openly honestly and productively Most people avoid discussion of race related topics because of the strong emotions and feelings of discomfort that inevitably accompany such conversations Rather than endure the conflict of racial realities many people choose instead to avoid the topic altogether or remain silent when it is raised Race Talk and the Conspiracy of Silence Understanding and Facilitating Difficult Dialogues on Race puts an end to that dynamic by sharing strategies for smoothing conversations about race in a productive manner A guide for facilitating and participating in difficult dialogues about race author Derald Wing Sue an internationally recognized expert on multiculturalism diversity and microaggressions explores the characteristics dynamics and meaning behind discussions about race as well as the hidden ground rules that inhibit honest and productive dialogue Through emotional and visceral examples this book explains why conversations revolving around racial issues are so difficult and provides guidelines techniques and advice for navigating and leading honest and forthright discussions Readers will develop a stronger ability to build rapport with people unlike themselves and discover how not talking about race impacts society as a whole Overcome and make visible the fears associated with race talk Learn practical ideas for talking openly about race Facilitate and navigate discussion with expert strategy Examine the hidden rules that govern race talk Understand the benefits of successful conversations Discussions about race do not have to result in disastrous consequences and can in fact be highly beneficial to all parties involved It's important that people have the ability to converse openly and honestly with their students colleagues children and neighbors and Race Talk provides the path for achieving this goal **Resources in**

Education ,1979 <u>Cultivating Equitable and Inclusive Conversations in Higher Education</u> 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 Eric Singleton, 2021-09 This revision of this classic text could not be more timely We are at a moment of reckoning with respect to race in America The COVID 19 pandemic coupled with the centuries old pandemic of racial injustice have brought new attention to the presence of systemic racism in our schools and other institutions Glenn Singleton's Courageous Conversations protocol has had a lasting impact on hundreds of thousands of educators both in the U S and abroad Singleton was prescient in setting forth the premise that before we can solve race in this country we need to learn to talk about it This edition retains the hallmark features previous editions including the four agreements the protocol activities reflective prompts and a series of powerful Racial Autobiographies However it has been updated to reflect our current sociopolitical environment especially the current spotlight on racial injustice juxtaposed against a white nationalist backlash This book has helped equity leaders in K 12 schools as well as other institutions develop their racial consciousness and guide others to greater understanding and action

Whispering the Techniques of Language: An Mental Quest through **Diversity Equity And Inclusion Strategies For Facilitating Conversations On Race**

In a digitally-driven world where screens reign supreme and immediate connection drowns out the subtleties of language, the profound secrets and mental nuances concealed within words often get unheard. However, set within the pages of **Diversity Equity And Inclusion Strategies For Facilitating Conversations On Race** a captivating fictional treasure pulsing with organic emotions, lies an extraordinary quest waiting to be undertaken. Published by an experienced wordsmith, this wonderful opus invites viewers on an introspective trip, softly unraveling the veiled truths and profound impact resonating within the material of every word. Within the emotional depths with this touching evaluation, we can embark upon a heartfelt exploration of the book is key styles, dissect its captivating publishing design, and fail to the powerful resonance it evokes heavy within the recesses of readers hearts.

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Diversity Equity And Inclusion Strategies For Facilitating Conversations On Race Introduction

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