HOW TO TALK EFFECTIVELY ABOUT RACE

SHIFT FROM SINGULAR VIEW OF SELF TO MULTI-DIMENSIONAL VIEW OF SELF

Some parts of us align with privilege and some parts with subjugation.

- Gendered self
- Ethnic self
- Racial self
- Family of Origin self
- Religious self
- Class self
- Sexual Orientation Self

Each of us goes through the world thinking of self as subjugated self; this leads us to have a blind spot vis a vis others.

TASKS FOR WHITE PEOPLE

- Differentiate between intention & consequences; adhere to consequences!
- Pure intentions can render impure consequences!
- Resist privempathy (privilege of empathy)
- Avoid equalization of suffering
- You have the most privilege; therefore, you have the greatest responsibility in the relationship!
- Develop thick skin

TASKS FOR PEOPLE OF COLOR

- Stop taking care of white people
- You’ve been socialized to take care of white people; it’s time for you to focus on allowing your soul to thrive!
- Reclaim your voice
- Find ways to regulate rage

PREPARE FOR CONVERSATION

- Explore
  - Review Dr. Hardy’s 10 underlying principles
- Encounter
  - Create space to have talks
- Engage
  - Interaction takes place once preparation and space have been made
- Execute
  - Possibility of deep interaction and possible transformation to take place