



ED ENUF

THE DIVERSITY E-LEARNING PLATFORM

*Courageous
Conversations
Around Diversity*

ED ENUF

You will find these icons positioned throughout Ed Enuf's handouts to bring your attention to important points and help you sharpen your skills.

ACTION PLANNING

Unless applied to our day-to-day behavior, learning does not transfer into action. Here's a place to write down how you will apply what you learned.



DATA POINT

Here's the data to back it up! You'll find a study, statistic, or scientific finding that supports the essential nature of the topic.



PAUSE FOR EFFECT

It's easy to read through an important point without synthesizing it. When you see this icon, reread the highlighted sentence, then take 60-seconds to ponder it.



PLAY VIDEO

Before continuing, log onto the Ed Enuf platform and watch the corresponding video lesson. We'll introduce the key concepts that will be discussed in the following topic.



SPARK THE CONVERSATION

Practice your critical thinking skills by answering these questions – either individually or as a group.

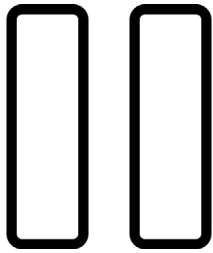


TIPS FOR SUCCESS

Here's an invitation to implement something new into your everyday life. Try applying it and see how it goes!





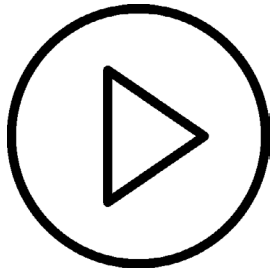


"BEING AN ALLY IS JUST THE FIRST STEP, (AND) THE SIMPLEST ONE. IT IS THE SPACE WHEREIN THE PRIVILEGED BEGIN TO ACCEPT THE FLAWED DYNAMICS THAT MAKE FOR INEQUALITY."

- MIKKI KENDALL

HOOD FEMINISM: NOTES FROM THE WOMEN THAT A MOVEMENT FORGOT





Log onto Ed Enuf and watch

COURAGEOUS
CONVERSATIONS
AROUND DIVERSITY



DISCUSSION

Think of Your Earliest Race-Related Memory

- How old were you?
- What emotion, if any, is attached to the incident you recall?
- Did you talk to anyone - a parent or any other caring adult about what happened? If not, why
- Are there opportunities provided for you to discuss your emotions with others in your workplace? If not, what could be done to make this happen?

Conversations around diversity are often associated with tension and discomfort. Topics like equity, inclusion, diversity, racism and more, present a range of emotions. It can be very challenging to talk about these concepts in meaningful ways without addressing personal beliefs and values. It is essential to start the conversation by addressing the reality.

Here are some ideas to remember:

1. There will be a range of emotions, including guilt, shame, anger and despair.
2. Discomfort can turn into resistance, which can turn into learning and growing.
3. It is essential to create a space where people can process, take notes and ask questions.



- *What are the working assumptions people have around conversations about diversity?*



Reasons why
*Conversations About Race Can
Be Difficult*

I. Race Is Considered A Taboo Topic

People are often interested in reading, learning and listening to podcasts about race, but are afraid to engage in interactions and conversations with “others” different from themselves.

Parents often enforce race as taboo by reinforcing kids to avoid discussions concerning race or other cultures.



- *How did your parents talk about race while you were growing up?*

2. The Belief That Society Is Just And Equal

People are resistant to discuss race or diversity because there is a belief that the United States is a just society. Some believe that:

- Individual efforts are fairly rewarded.
- Most people are not willing to question the reality of the United States.
- Racism, prejudice and biases impact everyone, not just “some people.”
- Avoiding the subject matter is a way to avoid these uncomfortable feelings.



- *Which of these beliefs do you hold or have held in the past? How can you work to overcome such belief(s)?*

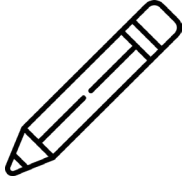
3. “I’m Not Racist, But...”

This phrase often comes with a lack of personal connection with one’s willingness to say or address racism, biases, and prejudice. This phrase is usually an indicator of a lack of emotional intelligence, which is related to the awareness of one’s emotional triggers and how it impacts racism, differences and biases.



- *Take a moment and process. Have you ever been a part of a group or organization that was dominated by fear when it came to having conversations around equity, inclusion and diversity? How did you respond? How did other people respond?*





MY ACTION PLAN FOR HAVING COURAGEOUS CONVERSATIONS

Based on the self/group reflection done in this course, I plan to practice the following behaviors that will enhance my ability to embrace the diversity that has become a part of the 21st-century workplace:

1.

2.

3.