



Shift the Narrative.

**October 20, 2023
with
Dr. David Campt**

WHITE ALLY TOOLKIT TRAINING

PART 1

- Learning about unearned racial advantage (white privilege)
- Introducing the R.A.C.E. Method of managing conversations
- Practice using personal stories to increase your anti-racism effectiveness as agents of change

AGENDA

- 1 ■ Understanding Unearned Racial Advantage
- 2 ■ The RACE Method
- 3 ■ The Reflect Step
- 4 ■ The Ask Step
- 5 ■ Moments of Bias
- 6 ■ Connect and Expand Steps
- 7 ■ Role play of RACE Method
- 8 ■ Evaluation and close

Racial Advantages:

Notes:

REFLECT • ASK • CONNECT • EXPAND

The R.A.C.E. Method for Engaging Racism Skeptics (People who don't believe racism against POC is a problem).

The White Ally Toolkit advocates an empathy-based approach to managing conversations around disagreement based on two well-established principles:

1. Conversations based on storytelling are more connecting than those based on facts or beliefs.
2. To maximize connectedness and influence remember ABC: Align Before Challenging

We suggest you use a conversational strategy called the "R.A.C.E. Method" that turns these principles into four basic phases that should be the general guide for encounters about topics with disagreement. (Note: all of these phases may or may not happen within one conversation).

Step One: Reflect in advance of the conversation.

- What are the key steps I need to make to get in and stay in empathetic listening mode?
- What are (at least) two experiences that I have had that are relevant to the topic to be discussed?

Step Two: Ask the skeptic some questions, primarily about their experience related to their belief

- Inquire about their point of view, and empathetically listen
- Arc the conversation toward questions about the personal experiences that animates their point of view that racism is a minor/non-existent factor.

Step 3: Connect to the skeptic

Relate a personal story that tends to support at least a small part of the skeptic's view that race/racism is not the only influence on this issue. Note: if you used to think like the skeptic, it is helpful to volunteer that you used to think like they do now, while not conveying disdain for your prior self.

Step 4: Expand the skeptic's thinking

Relate a personal story that highlight your belief that racism is sometimes an important influence on the issue. At some point later – maybe on a different day - you might further expand the skeptic's thinking by bringing facts, data, or compelling analogies to bear.

Some additional notes:

- These phases usually work best if they happen in the suggested sequence, but don't be too rigid about this. However, try to resist the natural reflex to argue by going to Expand first.
- You should attempt to manage the dialogue so that it feels natural; in fact, some people may be put off if they sense that you are "running a program" on them.
- Furthermore, some skeptics will want to talk about "facts" before talking about experiences or may want to hear about your experiences that opened your eyes before you have shared experiences that show you have some similarities to them. As you manage the conversation, you may have to redirect the conversation flow now and then in order to keep experience as a core focus.

The more you practice the method, the better you will make choices about when to vary the sequence.

Reflect Step / Tips for empathetic listening

The following are several strategies that anti-racism allies have found effective in getting into and/or staying in the mindset of empathetic listening, which is essential for influencing people about racism. Circle the tip in each category would be best for you. Then try them and see!

Strategies that focus on your own thoughts

1. Conceive of the person as a vulnerable child
2. Remind yourself that the listening process you are doing is part of a long-term change process
3. Remind yourself of qualities you like about the skeptic
4. Think back to a time when you very much wanted to be listened to
5. Think about things you have in common with the skeptic
6. Think about helpful values you hold, like empathy, curiosity, and/or patience

Strategies that focus on the mind-body connection

7. Get centered by taking deep breaths
8. Imagine that there is a drop of superglue keeping your lips together
9. Look directly into their eyes
10. Touching your tongue to the roof of your mouth
11. Shifting your position to one that maximizes your relaxation
12. Looking directly at their lips (or forehead)

Strategies that focus on the content of the exchange

13. Remind yourself that just because you listen empathetically to a point of view does not mean that you agree with it
14. Tell yourself to listen for experiences that may be similar to ones you have had
15. Get ready to listen for potential openings for future conversations
16. Remind yourself to listen for the underlying needs that are behind statements you will hear
17. Get ready to notice things you can agree on
18. With compassion, interpret their perspective as a reflection of what modern racism looks like.

Notes about reflecting:

Practicing the ASK Step at Home

Engaging others and testing your ability to Ask questions and listen

After you have practiced your relaxation methods and listening tips a few times, it will be useful to practice asking questions to other people about issues NOT related to race and racism. To practice this step, start with something benign.

Your goal is to create a moment where the other person will feel your authentic curiosity about their point of view and will not feel judged by you.

In the long run, you want to ask people questions about heavy issues like racism. Your ultimate goal is to be able to calmly engage people who likely are ambivalent about the importance of racism against people of color while you try to remain calm, centered, and focused on listening. To get to this point, it may be useful to practice asking questions of people on topics that are not likely to create within you an emotional response that you cannot manage.

Step 1: Choose a person and a topic where you have good reason to believe that the person has a different opinion than you.

Step 2: Just before you engage them, do something to help you relax. (e.g. deep breaths, imagine yourself in your favorite place on earth)

Step 3: Ask the person for their opinion.

Step 4: Listen carefully to make them feel heard. Paraphrase back what they said if necessary.

Step 5: Ask them to tell you about a personal experience that will help you understand why they think like they do.

Step 6: Thank them for sharing their experience with you.

What if your conversation partner asks for your point of view?

As a general matter, it is probably best to view this encounter as one that prioritizes your listening, and not one that focuses on you talking. This is particularly important if this encounter is with someone whom you intend to engage in future conversations with about racial equity; it might not be useful to put them on the defensive. Thus, one way to demur from answering the question is to say something like:

"Thanks for asking my opinion, but I am working on my listening skills right now. What I want to do is to let your story wash over me and not focus on my point of view. Let me talk to you at another time about my point of view on this."

Workshop Exercise Instructions

Of course, if this response

In pairs, you will practice the ASK step

Non-controversial topics:

What is the best breakfast drink? Coffee or tea?

Which chore is more onerous: washing dishes or washing clothes?

A sports activity you love and they hate?

A classic movie or album you have different opinions about.

Which vacation is better - the beach or in the mountains?

Their preference for showers versus baths.

Preferred mode of exercise: biking, running, swimming, walking.

1. Ask the person to share their opinion.
2. Ask them about an experience that has influenced or reflects this preference.
3. Listen closely and/or ask a follow-up question.
4. Switch roles.

Most important, follow up with a question that elicits an experience that drives their opinion. Your goal is to hear their opinion and experience and to resist the urge to rebut them. This is about listening, not arguing.

leaves the person unsettled or like they are just being observed and not treated in a reciprocal way, you might want to offer a piece of your opinion about the topic and your opinion. Try to agree with them as much as possible, and convey your belief that it's OK to have different opinions based on different experiences.

REFLECT > ASK > CONNECT > EXPAND

The best way to listen more is to ask more questions and focus on your own curiosity

Notes:

Notes from Have You Never Ever Game

Circle the number if the statement applies to you. Jot a quick note about what comes to mind:

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Creating a Connect Anecdote using the “Have You Never Ever” Game

During the game, you surfaced moments when you were affected by racial bias that you are not proud of. Most people have several moments like this; let’s call each of these moments a “memory seed.” The task is to develop two memory seeds into full blown anecdotes that are complete stories that you could share in less than two minutes.

Your goal is to have two unconscious bias stories that you can deploy easily and readily as part of your mastery of the RACE method. If you have memory seeds of moments of thoughts you had that were not brought up during the game, that is fine. Of your memory seeds, choose two to focus on. Pay attention to how embarrassed or ashamed you feel about them. You are going to use the less embarrassing one as your Connect story, and the more embarrassing one as your Expand story.

Use the space below to create a full-blown anecdote with a set-up, key moment, and takeaway.

1. Review the memory seeds that you jotted a very short note about earlier.
2. Using a memory seed from the game or something else that comes to mind, focus on a memory that you can turn into a reasonably compelling story. The takeaway will highlight a perspective that will purposely create connection so that it somewhat aligns with the skeptics point of view. It does NOT have to be parallel.

Create an Connect Story/Anecdote from the less embarrassing memory seed

Write down enough details about the moment so that you can make choices about what to include or leave out depending on the situation and how much time you have to marshal your story.

What is the set up within the story/anecdote? (The set up is the background that draws the listener’s attention)

What is the key moment that is the heart of the story? (The key moment is the heart of the story when everything comes into focus).

What is the underlying belief that you don't consciously embrace but is revealed by this story?

How would you articulate the takeaway of the story?
 (This is the moral or lesson of the story. For your Connect story, the takeaway should be something that is not racist, but is something a racism skeptic would likely agree with. One example: "Sometimes thoughts like this cross our minds. It's normal.")

If you have extra time now (or later) write down more details about your story. Imagine that you are going to give a film director some guidance about how to depict it in a short movie. Over time, you might find that some details make the story more compelling and effective.

Practicing the RACE Method Through the CONNECT Step

Share your unconscious bias story twice with a partner - switching roles in playing the ally and skeptic. As the skeptic, convey your story as though you are willing to consciously embrace the belief revealed in the story. As an ally, put aside misgivings about the racist belief revealed in the skeptic's story, and tell your story with the goal of conveying that having the underlying belief is mostly understandable, and not worthy of a lot of shame.

Creating an EXPAND Anecdote from a Memory Seed

Earlier, you surfaced a memory seed about an experience that anti-racism allies typically don't like to admit or talk about. Your goal now is to choose a second memory seed as the basis of an Expand story. It will be best if this story is "worse" – that is, you feel it even more violates your values of anti-racism you have for yourself – than the previous story.

Just as before, your goal is to turn your memory seed into an anecdote, with a Set-up, a Key Moment, and a Takeaway. This time though, the takeaway will not be something the skeptic likely easily agrees with, but rather will be something that invites the skeptic to think differently and entertain more of an anti-racism perspective.

1. Review the memory seeds that you jotted a very short note about earlier.
2. Choose a second memory seed. If possible choose one you feel worse about than the one you used for the Connect story.

Create an EXPAND story/anecdote from a memory seed

The task now is to create an anecdote that might eventually have two versions: a 1-minute version and a 3-minute version.

What is the set up within the story/anecdote?

What is the key moment that is the heart of the story?

How would you articulate the takeaway of the story?
In this case, the takeaway should be something that you believe but that a racism skeptic/minimizer might not believe. For example: “I guess that even good people can have racist thoughts sometimes,” or “It seems like some bad education about race can come to mind, even if I don’t want it to.”

If you have more time while others are finishing: Write down more details to give you more to choose from as you are telling the story.

Practicing the Full R.A.C.E. Method using Two Bias Stories

Choose who will read for the skeptic and who will share their stories as the ally
 Note: when you are playing the role of the skeptic, you can either 1) read the italicized statements below, or 2) use your own Connect or Expand story, and just change the takeaway to a supercharged ending that a racism skeptic might say. If you do this, you will need to create a provocative belief statement to start the role play.

Execute Role Play (6 min):

Ally Role Play Actions	Skeptic Role Play Actions
	1) The skeptic makes a belief statement from their 1st UBS from page 9
2) Ally takes a brief pause to Reflect, and implements a listening tip. Then the asks follow up question to get skeptic to say more about their beliefs	
	3) Skeptic expands on the belief statement by referring to an idea from a conservative media outlet. Do NOT tell an anecdote yet....stay with the belief. Make the ally ask for a personal story.

4) Ally Asks about their past or recent experience related to the skeptic's beliefs.	
	5) Now, tell an anecdote. Here, the skeptic tells their Unconscious Bias CONNECT Story like they did in the previous exercise as the skeptic - with an ending that reinforces their previously stated belief.
6) Ally listens empathetically enough to make the Skeptic feel truly heard.	Skeptic tunes into how much they feel truly heard by the ally.
7) Ally creates a Transition, then tells their Connect story designed to build the skeptic's trust. "That reminds me of...."	
8) After letting the connection exist for a moment, Ally creates a Segue (do NOT use the word "but") to signal they are going to tell a second story. (e.g. It's funny, another story is also coming to my mind...)	
9) Ally tells Expand story that highlights another story that conveys that race/racism still matter sometimes.	Skeptic listens empathetically.
Optional Synthesis: Ally asks whether it is possible for two things that seem the opposite to both be true.	

Debriefing the role play (5 minutes):

Discussion questions:

Ally	Skeptic
What did you do to get in/stay in a listening mode and any lessons they learned? How well did it work? How did hearing the skeptic's story feel?	How much did your partner make you feel heard during your story?

How did it feel to tell stories? How did your experience of telling the different stories compare.	How did it feel to play the role of the skeptic? What was difficult or easy about it?
What improvements would you like to make on your performance?	Any tips to help the ally sharpen their performance?

Notes:

Thank you for your time! We hope you enjoyed the workshop today and that your key takeaway is that YOU can BE the CHANGE.

If you did, in fact, enjoy the workshop and found it worthwhile, please consider offering us a testimonial. We will ask you to answer these questions:

1. What was the most surprising thing about the workshop?
2. How was the training different from other DEI training you have attended?
3. What three words or short phrases would you use to describe this workshop?

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