



W.K.
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RACIAL HEALING

CONVERSATION GUIDE

#HOWWEHEAL

TALKING ABOUT RACISM, RACIAL EQUITY AND RACIAL HEALING WITH FRIENDS, FAMILY, COLLEAGUES AND NEIGHBORS

The National Day of Racial Healing – always held the Tuesday after Martin Luther King, Jr. Day – centers around experiences rooted in truth-telling, offering people, organizations and communities a day set aside for racial healing, bringing people together to take collective action for a more just and equitable world.

WHAT IS RACIAL HEALING?

Racial healing is a process that restores individuals and communities to wholeness, repairs the damage caused by racism and transforms societal structures into ones that affirm the inherent value of all people. It makes it possible to acknowledge and speak the truth about past wrongs created by individual and systemic racism and to address present-day consequences for people, communities and institutions.

Racial healing can facilitate trust and build authentic relationships that bridge divides created by real and perceived differences. We believe it is essential to pursue racial healing prior to making change in a community. Because, before you can transform systems and structures, you must start with people first.



WHY RACIAL HEALING MATTERS

- It helps **affirm the inherent value of all people** in organizations and communities.
- It **cultivates a culture of belonging** that can advance racial equity and inclusion.
- It deepens our **understanding of the differences** in opportunities, burdens and needs that exist related to how people racially/ethnically identify.
- It **restores individuals to wholeness** by helping people share their stories, lean into difficult conversations, constructively engage conflict and face conscious and unconscious biases.
- It supports **relationship building, trust, belonging, authenticity, constructive dialogue and repairs the damage caused by systemic racism**. It builds community.

One way to participate in the National Day of Racial Healing is to invite friends, family, colleagues and neighbors to a virtual or in-person gathering to start a conversation. Many people would like to talk about the impact of racism and the need for racial justice and racial healing, but don't know where to start. Some worry that people won't understand their points of view or what they say might be offensive.

This guide can help you begin to have a conversation – either in person or virtually, despite these very real challenges. Recognizing that talking about racism can be challenging; your goals should be to commit to creating a safe space for people to be authentic and vulnerable, and to pave the way for future conversations.



CONVERSATION GUIDELINES

Of course, creating a brave space involves a number of steps. You may want to reach out to friends and colleagues who have facilitated meaningful conversations for their advice and guidance. It may also be useful to explore online resources. But here are some basic suggestions.

Before you begin, you may want to have or ask participants to have refreshments available. Encourage people to introduce themselves to one another. From there, follow these five steps:

- 1 **Reinforce the Purpose** of this first conversation, which should be to explore, to listen and to learn from each other. As facilitator, you should steer participants away from blaming or belittling statements. Participants do not need to all agree or find an antidote to racism.
- 2 **Set Agreements** to encourage dialogue, mutual respect and deep listening to what fellow participants share. Write these agreements – such as “Practice Active Listening” and “Don’t Interrupt” – in a visible place in your meeting room or as your virtual background.
 - Hopefully, you can encourage participants to be relaxed and comfortable with one another, especially as differences in beliefs and experiences emerge. A key for successful discussion is to be interested and deeply listen to what fellow participants have experienced, and to hear what they think.
 - Consider saying “I’ve never thought of that before – could you explain why you think that?” rather than “I don’t believe it; that’s never happened to me.”
 - Recognize that people with good intentions misspeak or make statements that can hurt or offend. Letting individuals know how their words affect you, or might be misunderstood is useful, but ascribing intent can be counterproductive.

- Consider saying “I feel frustrated (or I feel disrespected) when people say... because...”, rather than, “That pisses me off; that’s such a stupid (or racist) thing to say.”

- Establish strategies for everyone to participate, and to be heard. For instance, you might invite quieter participants to share their thoughts and/or questions and actively encourage more talkative guests to give space for other voices. (Perhaps include use of something like a talking stick or a virtual talking stick.)
- Announce a strategy for brief “breather breaks” or “hitting the restart button,” if the conversation veers into spaces that are too conflicted or unproductive. Select discussion moderator(s) responsible for helping everyone abide by the ground rules: Folks that everyone will acknowledge and respect.

3 Open the Conversation. Begin with a conversation starter to help everyone get to know one another.

- Possible Conversation Starters: Begin with one or two of the prompts below:
 - Tell about a place that makes you feel good.
 - Tell a story about something that you have lost or have found.
 - Tell a story about a surprise.
 - Tell a story about a time when you were generous.
 - Tell a story about a time you got angry.
 - Tell about someone you miss.
 - Tell something about how you played as a child.

“ When we create safe spaces where truth-telling and uncomfortable conversations can happen, we have hope that healing can happen.”

– LA JUNE MONTGOMERY TABRON
NATIONAL DAY OF RACIAL HEALING 2022



4 **Deepen the Conversation.** Once you're all more comfortable, get serious and deepen the conversation using one or more of the following:

How often do you think about your racial or ethnic identity?

What aspect of your racial or ethnic identity makes you the proudest?

In what ways does being African American/Black/ Latino/Hispanic/ American Indian/Alaska Native/Asian/Pacific Islander/White impact your personal life?

Your professional life?

Have you ever experienced a situation where your racial or ethnic identity seemed to contribute to a problem or uncomfortable situation?

Does racial or ethnic identity enter in your process of making important or daily decisions? If so, how?

Have you ever felt "different" in a group setting because of your race/ethnicity? How did this affect you? How often/deeply do you interact with people of a different racial/ethnic identity other than your own? What is the nature of these relationships and interactions?

Have you ever witnessed someone being treated unfairly because of their racial or ethnic identity? If so, how did you respond? How did it make you feel? What would you do differently today?

After two or three people have shared, ask other participants to reflect on what they've heard and share what they related to or what stood out to them without blaming, shaming or rescuing. Then ask a few more people to share. Repeat the process.



5 **Bring the Conversation to a Close.** As you reach a point where you feel it is time to close the conversation, consider doing any of the following:

- Extend gratitude to everyone for their courage and willingness to participate.
- As the host, share how this experience impacted you and offer space for participants to share how the conversation impacted them. It can be as simple as sharing one word to summarize their feelings about the experience.
- Encourage guests to share an appreciation for the group process or with someone in the group.
- Encourage group members to follow up with someone from the conversation for deeper dialogue to continue learning and personal discovery.
- Ask people to share what they learned about themselves or what is their one takeaway from the conversation.
- Inquire if there are any actions people are inspired to take as a result of the conversation.
- Schedule another conversation?

REMEMBER...

Racial healing is an ongoing process, supportive of wholeness in individuals, communities and societies. It benefits all people because, regardless of background, we live in and are impacted by the narratives and conditions present throughout this increasingly interconnected world. This process provides opportunities to acknowledge the tremendous damage inflicted by individual and systemic racism. When grounded in respectful truth and empathy and oriented toward racial equity, it has restorative potential to affirm the inherent value of all people.

CONOCIMIENTO

A RACIAL HEALING EXPERIENCE FOR PAIRS AND SMALL GROUPS

The W.K. Kellogg Foundation has been on a journey of racial equity and racial healing since 2007 and one of the tools we've used along the way is Conocimiento – a Spanish word meaning “to get to know.”

Conocimiento is a principle of the Latino movement for transformation and equity, designed to focus on relationship building among pairs or small groups of people. A critical component of racial equity and racial healing work, the Conocimiento principle:

- emphasizes the necessity of consciously creating community within a group,
- heightens the potential for personal growth and shared action,
- helps foster and cultivate a culture of belonging.

Conocimiento is not an icebreaker, but an engagement practice that encourages people to bring their full selves into the room.



HOW TO FACILITATE CONOCIMIENTO

First, remind the group of the purpose of Conocimiento:
to get to know, to listen to and learn from each other.

Second, set agreements to encourage dialogue, mutual respect and deep listening to what others share.

Then, offer a prompt for the group. Some prompts include:

- Tell a story of a time you felt a deep sense of belonging, or exclusion, in the workplace.
- How did that moment influence or change your life, or the lives of others?
- What emotions surround this experience?
- What is the origin of your name?
- When was the first time you noticed your race or the race of another person? Can you remember the thoughts, feelings, and meaning you made of it?
- How do you approach racial differences with your children?

Invite each person to share their response with the whole group. Participants thank one another for sharing. No other responses (or judgments) are expected.

ADDITIONAL RESOURCES

DayofRacialHealing.org

Let's Talk by Teaching Tolerance and the Southern Poverty Law Center

More Than One Story Playing Cards from Welcoming America (Note: the conversation starters above were drawn from these playing cards.)

Content for the development of this Conversation guide was adapted from UWW Student Orgs Conversation Guide