



How to Have Difficult Conversations About Race and Justice

Structure

Purpose

1 Gift

3 Tools

Important



What Your Attendance Says About You

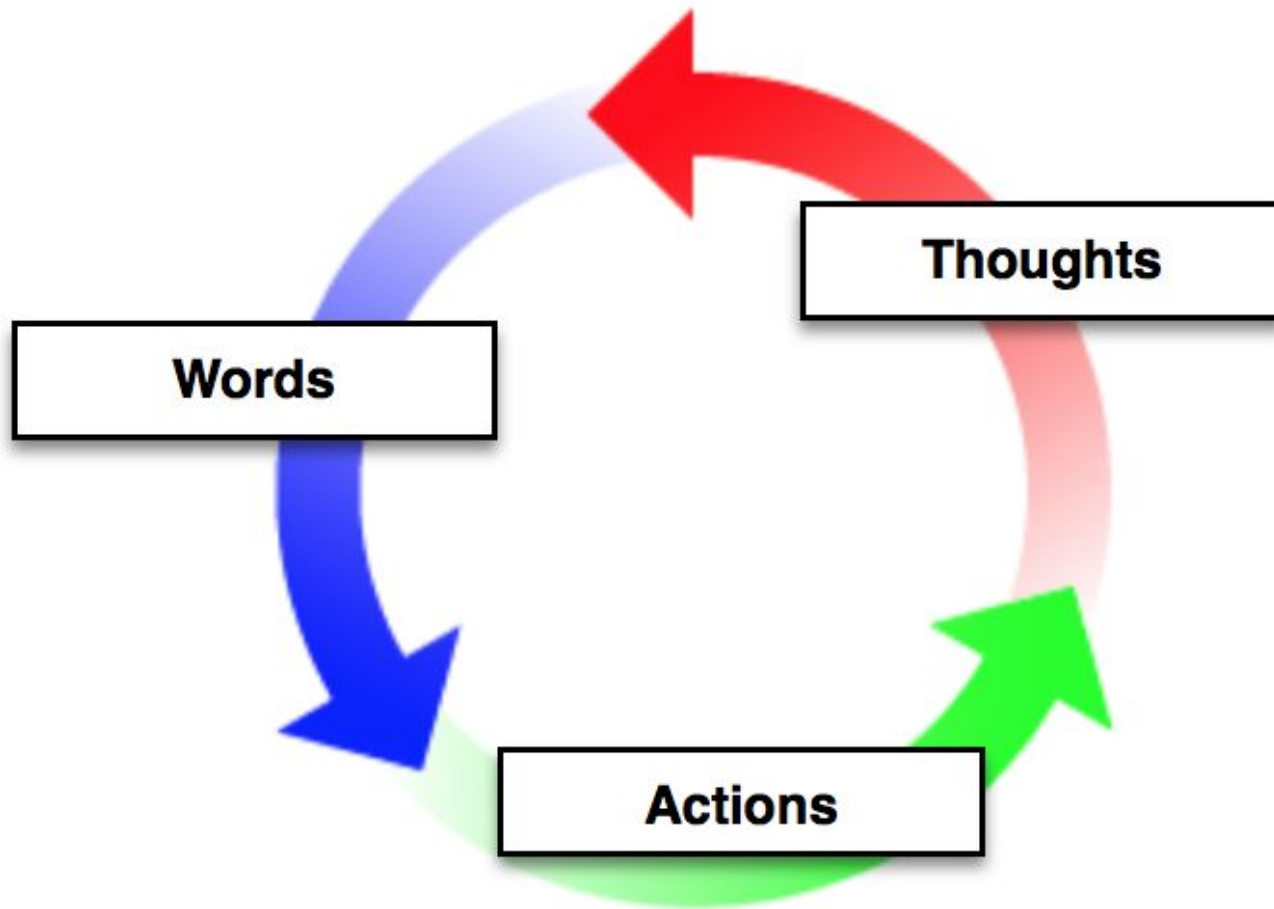
Attendance Matters!



What Brought You Here Today?



Cycle of Change





The best things
in life are on
the other side
of difficult
conversations.

Your Gift

Free Guide: How to Have Difficult Conversations About Race and Justice

AmericanNegotiationInstitute.com/justice



Targeting Two Broad Audiences

1. People Currently Taking Action (Allies)
2. People Who Haven't Taken Action Yet (Potential Allies)

Definitions

Allies

vs.

Potential Allies

Each Audience Gets One Key to Success



A Tool for the Engaged

Turning Passion Into Persuasion

Focus



Focus On Yourself



Focus on Your Goal



Focus On Them



Focus on Accountability, Not Shame



Focus On Impact



Focus on Persistent Positive Pressure

This doesn't mean you protect others from discomfort.



A Tool for Those Who Want
To Be Engaged

Note: Learn More



KNOWLEDGE
IS POWER

DO SOMETHING!



MY
ONE
THING

Focus On How You Can Have a Positive Impact

At home

At work

In your community

What if...



How could people perceive your
inaction?



Best Case Scenario: Indifferent



Worst Case Scenario: Complicit

By not seeking to change an unjust system, you are protecting it.

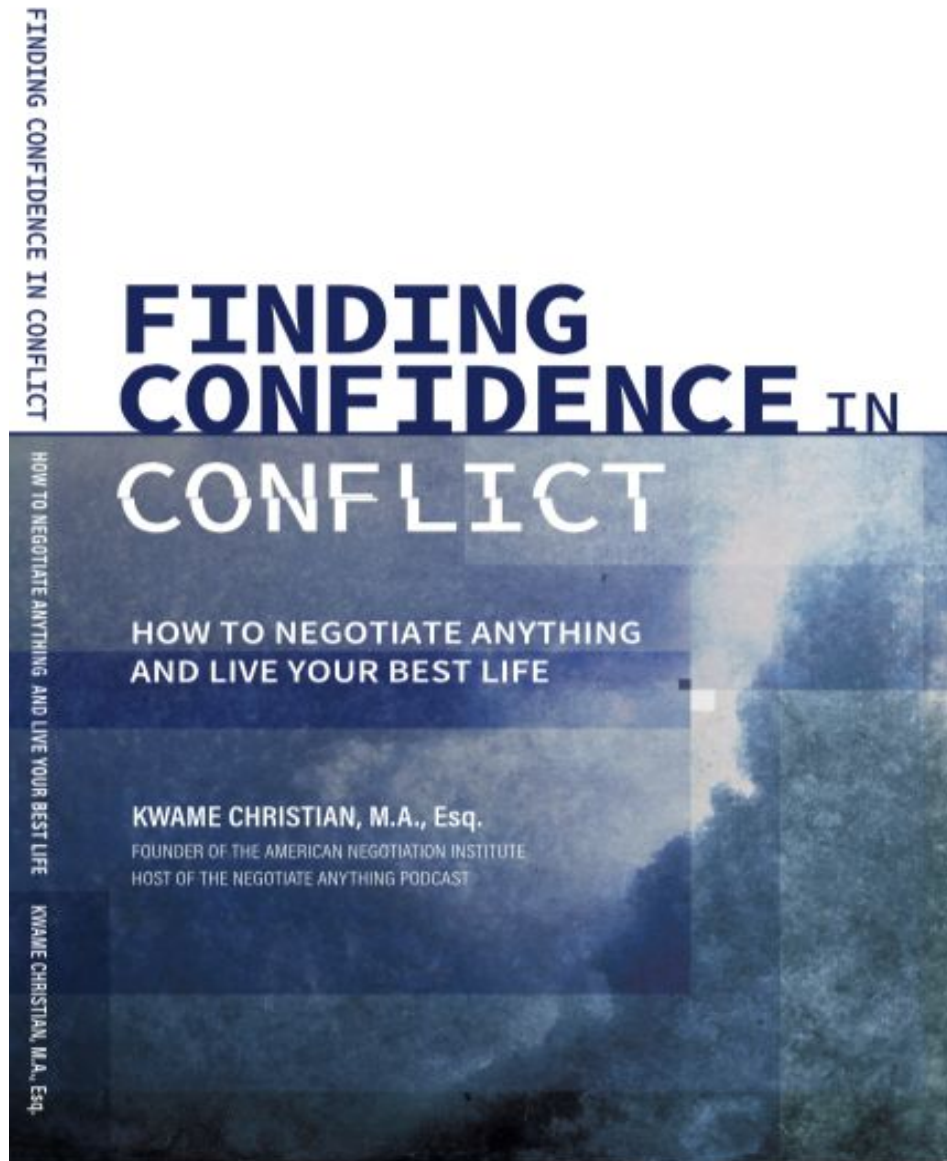


You Can't Stay Neutral on a Moving Train



A Simple, But Powerful, Tool for Having the Difficult Conversation

Compassionate Curiosity Framework



Compassionate Curiosity

1. Acknowledge and Validate Emotion
2. Get Curious with Compassion
3. Joint Problem Solving

Step 1: Acknowledge and Validate Emotions



It sounds like...

It seems like...

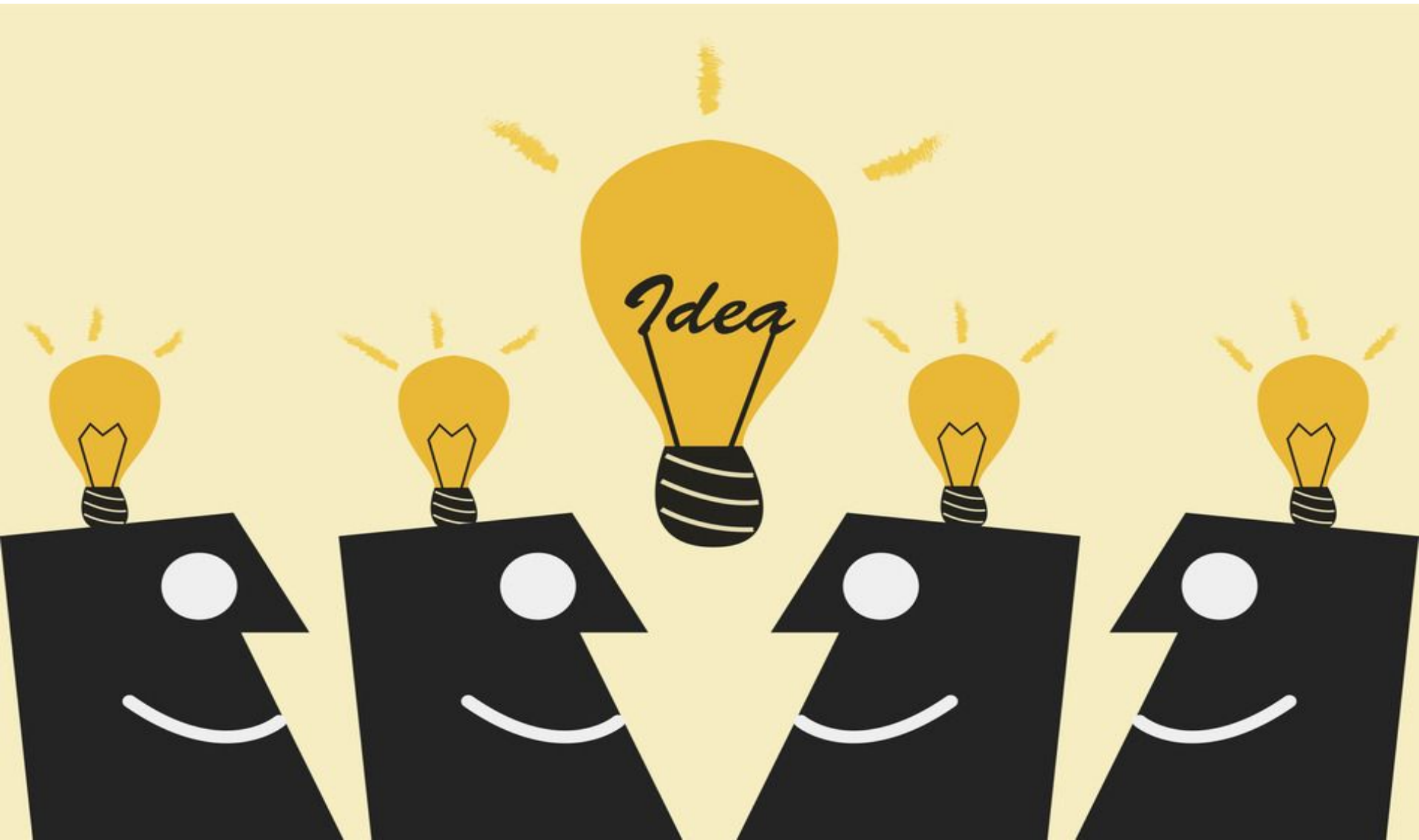
KEYWORDS



Step 2: Get Curious with Compassion



Step 3: Joint Problem Solving



Free Resources



Takeaways

You can do this.

Small tweaks, Big
Results.



