

Courageous Conversations Resources



Courageous Conversations Intent & Purpose

Race remains one of the most difficult topics to discuss in the workplace. But the need to have candid, respectful dialogue with colleagues on the topic has never been more crucial. Tensions have heightened over the past few years, in part fueled by national events and media coverage.

We recognize each person may perceive and react to these and other situations differently, depending on their backgrounds, experiences and understanding. This is why open dialogue is critical to helping our Total Force understand and support each other. When individuals reach out to each other and engage around challenges, whether professional or personal, it helps everyone know they are valued within the organization, and this inclusion supports them being fully focused on the mission.

Our goal is to encourage courageous conversations to respond to racial unrest and promote a culture of dignity and respect. Our hope is that through these discussions, we can also identify other actions we can take to create a culture of empowerment, diversity, and inclusion. As attendees and panelists explore each other's paths, we should maintain an open mind about what is being shared. We are not here to change how an individual feels; conversely, we are here to ensure they gain perspective from other members by seeing it from their point of view and discussing ways to turn dialogue into action.

Books

The Racial Healing Handbook by *Anneliese A. Singh, PhD, LPC*

Black Like Me by *John Howard Griffin*

How to be an Antiracist by *Ibram X. Kendi*

Courageous Conversations About Race by *Glenn E. Singleton*

Race Talk and the Conspiracy of Silence by *Derald Wing Sue*

So you want to talk about race by *Ijeoma Oluo*

Teaching through Challenges for Equity, Diversity, and Inclusion by *Stephanie L. Burrell Storms +2*

The Power of Vulnerability: Teachings on Authenticity, Connection, and Courage by *Brené Brown*

Dare to Lead: Brave Work. Tough Conversations. Whole Hearts. *by Brené Brown*

White Fragility: Why It's So Hard for White People to Talk About Racism *by Robin DiAngelo and Michael Eric Dyson*

American Apartheid: Segregation and the Making of the Underclass *by Douglas S. Massey and Nancy A. Denton*

The Third Option: Hope for a Racially Divided Nation *by Miles McPherson*

Me and White Supremacy: Combat Racism, Change the World, and Become a Good Ancestor *by Layla F. Saad*

Crucial Conversations: Tools for Talking When Stakes Are High *by Kerry Patterson, Joseph Grenny, Ron McMillan, Al Switzler*

Websites

4 Lessons on Anti-Racism from *Brené Brown and Ibram X. Kendi*

<https://www.mindful.org/4-lessons-on-anti-racism-from-brene-brown-and-ibram-x-kendi/>

National Museum of African American History & Culture

<https://nmaahc.si.edu/learn/talking-about-race/audiences/committed-equity>

Bias

<https://nmaahc.si.edu/learn/talking-about-race/topics/bias>

Being Antiracist

<https://nmaahc.si.edu/learn/talking-about-race/topics/being-antiracist>

Community Building

<https://nmaahc.si.edu/learn/talking-about-race/topics/community-building>

Self-Care

<https://nmaahc.si.edu/learn/talking-about-race/topics/self-care>

Race & Racial Identity

<https://nmaahc.si.edu/learn/talking-about-race/topics/race-and-racial-identity>

Social Identities and Systems Oppression

<https://nmaahc.si.edu/learn/talking-about-race/topics/social-identities-and-systems-oppression>

Whiteness

<https://nmaahc.si.edu/learn/talking-about-race/topics/whiteness>

Historical Foundations Race

<https://nmaahc.si.edu/learn/talking-about-race/topics/historical-foundations-race>

Resources During National Unrest (2020)

<https://www.brown.edu/about/administration/institutional-diversity/resources/resources-during-national-unrest-2020>

Race Riots

<https://www.tolerance.org/classroom-resources/texts/race-riots>