

# Courageous Conversation Protocol

*Courageous Conversations About Race: A Field Guide for Achieving Equity in Schools*, written by Glenn Singleton and Curtis Linton as part of the Pacific Educational Group (PEG) work.

The specific protocol for having Courageous Conversations about race include using the agreements, conditions and compass.

## Four Agreements

1. Stay engaged
2. Speak your truth
3. Experience discomfort
4. Expect and accept non-closure

## Six Conditions

1. Focus on personal, local and immediate
2. Isolate race
3. Normalize social construction & multiple perspectives
4. Monitor agreements, conditions and establish parameters
5. Use a "working definition" for race
6. Examine the presence and role of "Whiteness"

## Compass

The compass was created to help us understand how we each process and engage with information about race. It is a way to understand one another's opinions and beliefs. According to the compass, there are 4 ways that people deal with race: Emotional, Intellectual, Moral and Social.

