Ground rules for difficult conversations and talking about race

Do be explicit about race and racism.

Don’t use coded language.
Do point out coded language when it occurs.

Do acknowledge that even though race is a social construct (i.e., is not biologically real), it still has real-world implications.

Don’t promote the idea of being “colorblind.”

- Listen deeply.
- Accept one another’s reality.
- Step up, step back.
- Ask compassionate questions.
- Challenge yourself.
- Expect and accept non-closure.
- Expect to experience discomfort.
- Allow others to learn what you already know.
- Respect confidentiality—take the stories, leave the names.
- Take care of yourself.

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To obtain this information in a different format, call: 651-201-3880.