

Suggestions for framing a conversation

Situation	Possible Responses
Confirmations	<ul style="list-style-type: none"> • Thank you for sharing that. • I appreciate your willingness to raise that issue. • I know it was difficult to share that, but I appreciate your honesty. • I know it's uncomfortable to look at our biases. I respect people's willingness to do this hard work.
Reflection	<ul style="list-style-type: none"> • What I hear you saying is.... • Let me see if I am understanding your comment correctly...
Encouraging different perspectives	<ul style="list-style-type: none"> • What do others think about that? • Does anyone else have a different question or perspective?
The conversation is becoming tense and many people are becoming visibly uncomfortable.	<ul style="list-style-type: none"> • We may not agree, but we need to disagree respectfully. We need to express our disagreement in ways that are consistent with our ground rules.
Someone accuses a person of color's statements as "using the race card."	<ul style="list-style-type: none"> • Instead of challenging their story and analysis, let's think of a question that you could ask that might help you understand why they experienced the situation as racially biased.
Myth of Meritocracy	<ul style="list-style-type: none"> • Remember, systemic racism is about more than individual experiences. • You are correct that white people can be similarly impacted by class and race, but it is also true that people of color are disproportionately impacted negatively. Let's talk about why this might be the case.

Adapted from Adams, Maurianne, and Lee Anne Bell, eds. *Teaching for diversity and social justice*. Routledge, 2016.