



Courageous Conversations February 4, 2021
<https://bainbridgewa.zoom.us/j/96464468986>

Introduce Protocol and Key Terms

Welcome – Brenda

Suquamish Land Statement

Theme Passion, Practice, Persistence – Essential Characteristics of Racial Equity Leadership

Container – Courageous Conversations / Race protocol was developed by Glenn Singleton, president of Pacific Educational Group to support people in having the conversations necessary to make progress on difficult subjects such as race, racism, ethnicity, and privilege.

Introduction of the format – Brenda will discuss the format of this event

- Opener – Karen Vargas – theme “**Breaking the Silence- Ushering in Courageous Conversations**” 5 – 10 min
- Panel Introductions
Kamara – Introduce yourself “My name is Kamara Blackwell, I am a ___ year-old black woman. My pronouns are: “
We expect then for the panel to introduce themselves following the same format along with how long they have lived on the Kitsap Peninsula and where they live.

Come to consensus on norms

Operational Definitions (Race, Racism, Privilege, “Whiteness”)

Four Agreements

- Stay engaged
- Experience discomfort
- Speak your truth
- Expect and accept non-closure

Six Conditions – we will only be using two

- Focus on personal, local, and immediate topics
- Isolate race

Dialog is started and sustained

- Story telling – each Panel member 2-3 minutes
- Participants Q&A – either by chat or by raise of hands
Questions, opinions, conversational, honest, safe

Debrief and Reflection