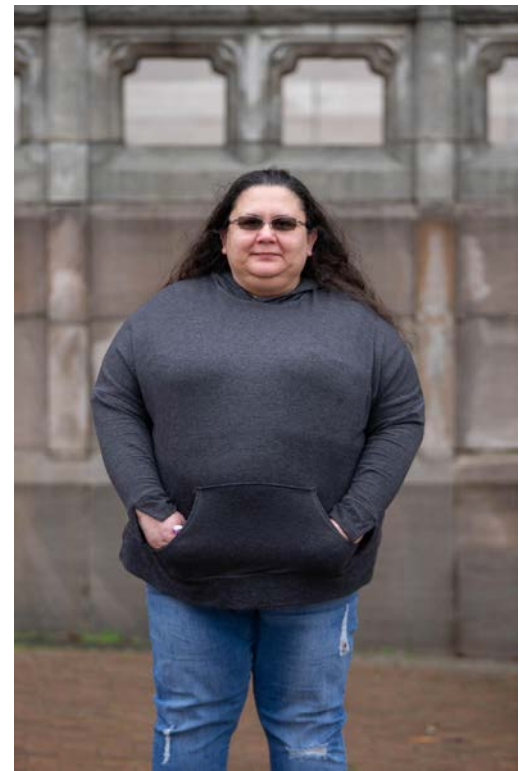




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Photos by Chloe Collyer

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Problematizing Discussion Norms

Group Norms

1. Stay engaged.

To stay engaged is a refusal to let your heart and mind “check out” of the conversation while leaving your body in place. It is a personal commitment each person makes, regardless of the engagement of others. It means remaining morally, emotionally, intellectually, and socially involved in the dialogue.

2. Speak your truth (knowing it's only part of the truth).

To speak your truth, you must be willing to take risks and be honest about your thoughts, feelings and opinions, and not just saying what you perceive others want to hear. Unless we can bring our authentic selves to the table the dialogue will remain limited. Honor and respect each others' truth as their own lived experience.

3. Experience discomfort.

Talking about race, racism, and inequity is often uncomfortable. Identifying and unpacking our own identity groups and the different levels of privilege associated with them is even more uncomfortable. To engage in conversations about race and inequity in honest, meaningful ways, we ask participants to agree to experience some discomfort.

4. Expect and accept non-closure.

There is no “quick fix,” to-do list, or solution to the complex problems posed by racism and inequity. We are not going to solve racism within our organization, or even within our group today. Therefore, we must commit to an ongoing dialogue and a journey of growth together.

Pacing for Privilege
coddling the privileged

Poverty of Culture
“uncivilized”

Deficit Ideology
fixing people instead
of systems of
oppression

Celebrating Diversity
integration is best

Racial Equity Detours

GASLIGHTING





Breakout Group Activity

- Review discussion norm examples
- How do the following show up in the norms?
 - Racial Equity Detours
 - Gaslighting
 - Tone Policing

Share Out

Speak Your Truth

Be Unapologetic

**Walk Away If You Need
a Break**

BIPOC
Norms

Take Care of Your Needs

Call Out Racism

Check Your Anti-Blackness

White
Norms

Own Your Emotions

Google It

**Step Back More Than You
Step Forward**

Reflect











Google what is racism

What is Racism? | ADL

Racism is the marginalization and/or oppression of people of color based on a socially constructed **racial** hierarchy that privileges white people.

[Experiences with Race and](#) · [Teaching about Racism](#) · [George Floyd, Racism and ...](#)

[www.crer.scot](#) › what-is-racism ▾

What is Racism | crer

The Oxford Dictionary defines it as, "Prejudice, discrimination, or antagonism directed against someone of a different race based on the belief that one's own race ...

[www.theatlantic.com](#) › 2019/07 › racism-concept-change ▾

How "Racist" Changed Meaning - The Atlantic

Jul 24, 2019 — **Racist** Is a Tough Little Word. The definition has grown and shifted over time. July 24, 2019.

[www.merriam-webster.com](#) › dictionary › racism ▾

Racism | Definition of Racism by Merriam-Webster

Racism definition is - a belief that race is a fundamental determinant of human traits and capacities and that **racial** differences produce an inherent superiority of ...

[au.reachout.com](#) › articles › what-is-racism-and-how-to... ▾

Understanding racism and how to spot it | The big issues ...

What is racism? Have you ever wondered why a black person can say the n-word, or why Asian people can make jokes about their own race, but ...

[humanrights.gov.au](#) › our-work › race-discrimination ▾

What is Racism? | Australian Human Rights Commission

Dec 16, 2014 — There are no excuses for **racism**. **Racism** takes many forms and can happen in many places. It includes prejudice, discrimination or hatred ...

[www.dismantlingracism.org](#) › racism-defined ▾

Racism Defined - dRworksBook - Dismantling Racism Works

Race and races are social and political constructs, categories that society invents and manipulates when convenient. In reality our differences as human beings ...

Google what is tone policing

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Dictionary

Search for a word

tone policing

noun

the action or practice of criticizing the angry or emotional manner in which a person has expressed a point of view, rather than addressing the substance of the point itself.
"tone policing is the ultimate derailing tactic."

Definitions from Oxford Languages

Feedback

Translations and more definitions

[en.wikipedia.org](#) › wiki › Tone_policing ▾

Tone policing - Wikipedia

Tone policing (also **tone trolling**, **tone argument**, and **tone fallacy**) is an ad hominem (personal attack) and anti-debate tactic based on criticizing a person for expressing emotion. **Tone policing** detracts from the validity of a statement by attacking the **tone** in which it was presented rather than the message itself.

[Conceptual development](#) · [Examples](#) · [Criticism](#)

[www.purewow.com](#) › wellness › what-is-tone-policing ▾

What Is Tone Policing and What Are Some Examples of It ...

Jul 15, 2020 — The definition of **tone policing**, according to Dictionary.com is "a conversational tactic that dismisses the ideas being communicated when they ...

[www.grammarly.com](#) › blog › tone-policing ▾

Tone Policing: What Is It and Why Does the Internet Dislike It?

Apr 30, 2019 — "A conversational tactic that dismisses the ideas being communicated when they are perceived to be delivered in an angry, frustrated, sad, fearful

Why you should stop doing it!

Tone policing

Tone policing is an ad hominem and anti-debate tactic based on criticizing a person for expressing emotion. Tone policing detracts from the validity of a statement by attacking the tone in which it was presented rather than the message itself. [Wikipedia](#)

Feedback







Feedback

Q & A

General Discussion