

# Ground rules for difficult conversations and talking about race

Do: Be explicit about race

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., 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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