

### **BREAKING DOWN BARRIERS THROUGH CONVERSATIONS ABOUT RACISM**

Racism is one of the most urgent challenges facing humanity. Through truthful conversations, we can begin to navigate this challenge, paving the way to better understand one another. **TRC's Conversational Workshop** provides a blueprint for how these conversations can take place, using five key commitments to guide us.

Please reflect on the *TRC Five Commitments* and be prepared to share your responses to the questions below:

1. Which one of the five commitments are you most comfortable sharing in a conversation about racism? Why?
2. Do you believe diversity and inclusion in the workplace reduces racism? Why?
3. What three qualities do you believe all people have in common?
4. Which one of the five commitments are you most uncomfortable sharing in a conversation about racism? Why?
5. Please write a personal anti-racism statement that you would like to share with others.

## TRC FIVE COMMITMENTS

### ▶ **Compassionate Empathy**

I am committed to being emotionally, mentally, and physically present to hear and help others.

### ▶ **Courageous Listening**

I am committed to being open-minded and intentional about putting others' needs to be heard first.

### ▶ **Painful Conversations**

I am committed to being candid about my experiences with racism and curious about the experiences of others.

### ▶ **Social Reckoning**

I am committed to understanding systemic racism and I will work to build equity and equality to redress this historic injustice.

### ▶ **Spiritual Reconciliation**

I am committed to understanding others, their life circumstances, and discovering ways to heal and build better communities together.