

### **R-A-C-E Conversation Starter**

The purpose of this resource is to assist your practice of Dr. David Camp't's R-A-C-E framework.

To begin, introduce yourself to those in your breakroom. Use the prompt below to engage in the conversation using the RACE framework.

#### **Conversation starter:**

*Jay, a co-worker says: "At our organization we don't see color, we just see people. There is no racism here because we treat everyone equally."*

*You have decided to engage in conversation with her for the first time using the RACE framework.*

#### **To prepare for the conversation:**

1. Remember to **Reflect** on yourself. What are your trigger words? Have you taken a moment to breathe and center yourself? Have you thought about one or two experiences that can help shift the conversation?

In the scenario, each person will take turns practicing the framework. After the conversation ends, switch sides.

2. Instead of rebutting, lean into the conversation by **Asking** honest questions that shift from the **belief to the experiences underpinning those beliefs**.

#### **Example statements could include:**

- I am trying to seek understanding, can you tell me about a personal experience that shaped your perspective?
  - I sense that you feel strongly about this. It would help me be a better partner in this conversation if I understood how you got to this point. If you are comfortable, would you mind sharing a personal experience so I can better see the world from your perspective?
3. **Connecting** is not about agreeing, but about finding themes within the person's story that you can build a bridge from. Once you have identified the theme, be ready to share a short story of your own that connects to the theme.
  4. **Expansion** involves telling a second story to expand the perspective, identifying the contradictions together, and possibly setting up time for follow up or exploration.

<b>Situation</b>	<b>Moment of Expansion</b>	<b>Takeaway</b>
<ul style="list-style-type: none"><li>• What was happening at the time that provoked this situation?</li></ul>	<ul style="list-style-type: none"><li>• I half agree...</li><li>• I used to feel that way...</li><li>• But I later realized...</li><li>• Why I see it this way is...</li></ul>	<ul style="list-style-type: none"><li>• How does your experience tie into the experience of the other person?</li><li>• Where are the contradictions?</li></ul>