

DEVELOPMENTAL DIALOGUE PROCESS

1

Commonalities

What can we agree on?

We all care about our families

We all want peace

We all want to belong and feel valued

We all want to be safe

We all want to be productive and value adding employees

We all want to support our organization's goals

Goal: Build Trust

2

Undisputable Differences

Factual Differences
(Statistics, Disparities)

Median net worth of blacks compared to whites (\$110k v. \$5k)

Incarceration rates comparisons (40% Black)

White men twice as likely to be promoted as blacks with similar qualifications

Goal: Build Credibility

3

Cause of Differences

Deep Understanding of Differences (Values, Beliefs, Experiences)

Ability to listen from a lens other than your own

Being ok with discomfort

Patience with "mistakes"

Capability to experience the situation from the perspective of the other

Capability for non-judgemental evaluation

Acknowledgement of unconscious bias

Requires deep self awareness, Deep knowledge of the "other"

Does not necessarily mean agreement

Goal: Create a space for authentic dialogue

REFLECTION TIME

SKILL BUILDING

My Lens
Non Threatening

MINDSET MATTERS

Others' Lens
Complex

FACILITATING CHALLENGING CONVERSATIONS IN THE CLASSROOM

Define Objectives & Structure

- 1) Determine why are you hoping to engage in this conversation
- 2) Communicate your objectives to your students
- 3) Highlight the anticipated benefits of the discussion and connect them to your course goals

e.g. Increasing awareness, Applying different ways of analyzing the same topic, or Practicing communication skills

Establish/Maintain Ground Rules

- Acknowledge some students have more experience than others
- It's an opportunity for everyone to learn (including you!)
- Set ground rules from the beginning
- Remind the entire class of the ground rules if you see students acting out
- Talk with students individually to help them develop new, more respectful ways of talking

Model Open-Mindedness

- Be aware of your biases and develop strategies to put them aside
- Be understanding that your students do not all think alike/agree with you
- Develop a habit of asking questions that promote critical thinking
- Demonstrate that you take their ideas seriously
- Express that you want all of them to sharpen their thinking and understanding

Reflect, Get Feedback, & Refine

- End every challenging conversation with five minutes of written reflections
- Use them to gain a better understanding of what your students are, or are not, learning
- Take time to jot down your own impressions

ASK: What the most important idea we talked about today? What's one idea you want to know more about? What wasn't discussed that we should have?