Talking about race with Respect

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Talking About Race With Respect

- Leading with grace
- Private reckoning
- Being generous with our assumptions
- Seeing things differently: perception vs. reality
**Grace Giving**

**Psychological safety** is a shared belief that the team is safe for interpersonal risk taking.

**Mindfulness** is the psychological process of bringing one's attention to experiences occurring in the present moment.
Leading with grace

• We all have different sharp edges when speaking about race.
• Consider the harm of silence and intentional silencing others.
• Thankful for participation.
• Rules of engagement
Reminder

The conversation isn't a debate, but an understanding of actions. The conversation is to look at the impact of the divisiveness of using race—and ask for others to do the same.

“The conversation is to seek a greater understanding around collaboration: because we are all better when we work together, without fear.” - Chris Westfall
Private Reckoning

Ask yourself some questions:
• What new thing have you learned about the concept of race that has shifted your perspective?
• What are some things about race you have yet to unlearn but don’t know how to?
• Why do you think having these kinds of conversations is challenging?
• What have you been taught to be afraid of when having these conversations?
Be Generous with Assumptions

We all have different narratives about race.

"Conflict is uncomfortable, conflict is about disagreement, conflict mean something is wrong or "out of sync."

(Costantino and Merchant, p. 4)
1. All agree that the problem exist.

Put our fears aside and speak candidly to one another with out performative solution solving statements.

Conflict promotes better decision-making and fosters innovation because it ensure consideration of diverse views and perspectives. - Amy C. Edmondson
2. Seeing things differently: perception vs. reality

Individualist – the interest of the individual prevails over the interest of the group.

Perception of Power
Seeing Things Differently: Perception vs. Reality

Collectivist – interest of the group prevails over the interest of the individual.

Perception of Power

Art: Marta Klonowska
Cultural Relativism

“Every culture can and should apply judgment to its own activities, because its members are actors as well as observers.”
Claude Levi-Strauss

Culture is the unwritten book with rules of the social game that is passed on to newcomers by its members, nesting itself in their minds. - Cultures and Organizations
3. Mirrors in the moment: Changing practices not values

• Share your perspective about narratives that make you feel threatened or uncomfortable.
• Remember that when some people are speaking about racism and systemic issues it’s encapsulated with pain, fear and trauma.
• Reflect, clarify and confirm what you are hearing.
Talking about Race

1. Be aware of the limits of your empathy
2. Don’t distract or deflect
3. Remember the goal.
4. Drop prerequisites.
5. Walk away to reflect if you must, but don’t give up.
6. Build a tolerance for discomfort.

So you want to talk about race – Ijeoma Oluo
The goal is for each person to be acknowledged, seen, heard and valued.

A broken mirror can mean good luck if you want it to.
Closing Comment

“I can't erase history. But I can be a voice for tolerance, teamwork and collaboration -- one conversation at a time. How about you?” - Chris Westfall
Thank you!

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