



WORKSHEET

1. What are terms/concepts that you have heard but would like to learn more about?

2. What terms/concepts do you currently find it uncomfortable to talk about?

3. What term/concepts do you feel like your team needs to learn more about?

4. What terms/concepts do you feel like your staff needs to learn more about?

Depending on your awareness of terms, it may be easier or difficult for you to come up with words. However, even if you feel like you have a good foundation for understanding language as it pertains to diversity, equity, and inclusion there is room to stretch yourself more and widen your perspective. You can keep a running list or jot down words here as they come up in the media or in conversation.

CHALLENGE:

In her book *Braving the Wilderness*, Dr. Brené Brown writes that “It’s harder to hate close up.” So a personal challenge activity is to get to know people we tend to marginalize in our minds, set ground rules for a beneficial conversation and prepare to ask our questions. Dr. Brown gives examples of boundaries for these conversations in terms of “It’s okay/It’s not okay” statements. For example, when having a discussion about race, “It’s okay for you to educate me when I put these words out there. It’s not okay to judge me for them because it’s only in being honest that I can understand and be better. Be aware of what words are difficult for you to say or ones that you avoid saying. Some people have difficulties when talking about race when they are simply identifying people of different races, such as saying, “Black people, white people, lesbian,” etc. Take note of uncomfortable moments that prevent you from stating the issue at hand. It’s better to tee up an open and honest discussion by specifying the topic. For example: “We’re here to talk about everything going on in the world today.” vs. “We are here to talk about social justice as it relates to the topics of police brutality and the murder of Breonna Taylor.”

Understanding and awareness of those topics you are uncomfortable discussing can direct you to the topics and language that you may need to educate yourself on more and where you can practice having more dialogues.



WORKSHEET

Important follow up questions for you to answer are:

1. What has stopped you from learning more when you hear a word and are not sure of its meaning?

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2. Why do some words/concepts make you uncomfortable? Or why are they difficult for you to talk about? Reference question #2 from the previous page. Think about this as it applies to the wide range of diversity.

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3. Dig deeper and ask yourself WHO am I uncomfortable to talk to about certain terms and concepts and why?

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4. How do you know that the terms/concepts you chose for your team and staff are what they “need” to explore?

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5. Why was it important for you to list those terms/ concepts for your team and how does it shape your culture?

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To assist on your journey, a list of terms and definitions is included at the end of this chapter.

COMMITMENT TO MANAGING LANGUAGE IN YOUR CULTURE:

I will learn more about these 3 term/concepts:

- 1.
- 2.
- 3.

I will educate myself by a:

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I will engage in a dialogue about the 3 cited terms/concepts with (list individual(s) or group):

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We all have our hurdles to overcome or challenges that stand in our way to having more discussions centered around diversity, equity, and inclusion. No matter where you are on your journey, the more that we can listen, engage in dialogue, and take in feedback the more impact our actions can have.

As we discuss these hurdles, be solution-oriented to address them and state ways that you can breakthrough to the end line.

Below identify your hurdles/barriers and ways that you feel you can overcome these hurdles/barriers.

Identify Hurdles/Barriers

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Overcome Hurdles/Barriers

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To learn more about language and how you can talk about race.

Visit: <https://nmaahc.si.edu/learn/talking-about-race>