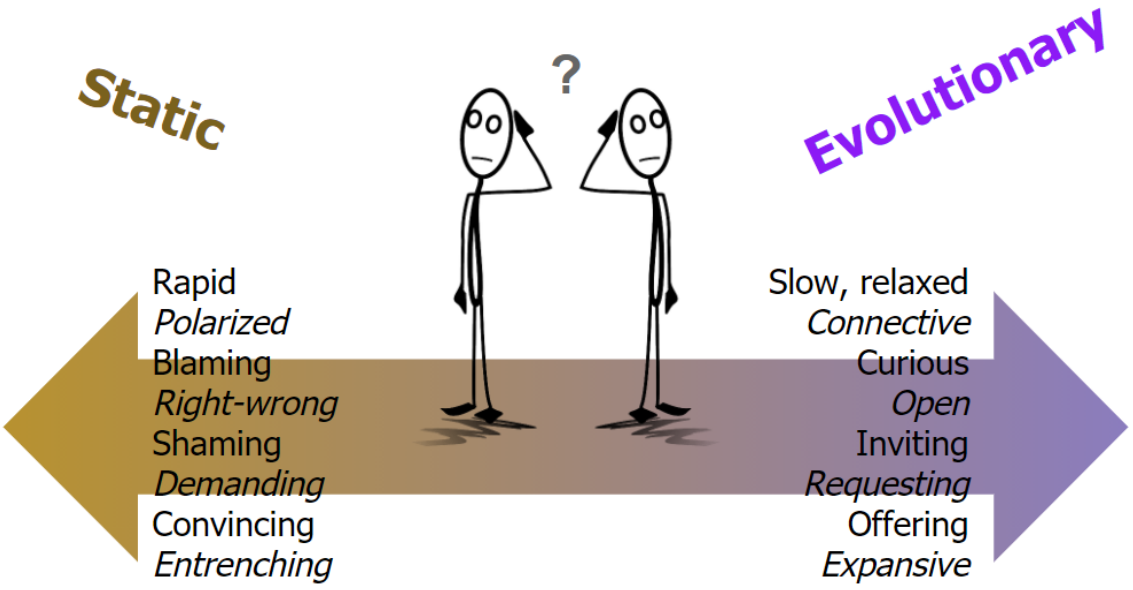
It's Holiday Time!

What kinds of conversations will you be having with your family and friends about race?

Do your conversations tend to be:



Static conversations tend to keep things *the way they are*. The way things are right now poses dangers to Black and Brown and other perceived non-mainstream peoples.

Evolutionary conversations create the conditions for people to evolve beyond where they are (traumatized, reactionary state where they're attached to their mindsets) to *other less violent possibilities*.

With attention and practice, you can create more evolutionary conversations.

When you as an anti-racist person talk with someone whose views on race seem different from yours…

Do you feel...	...and want to...	...because you fear...	...which would mean...	Consider instead:
Anger, indignation, rage	Show them how they're wrong	Being wrong yourself	Feeling like crap, vulnerable, exposed, with no way out?	They are on a path of evolution too. Think of this as a *long game*. How might you connect and empathize with them where they are, without compromising who you are?
Indignation, disgust	Distance yourself	Being associated with "someone like them"	You're worse than you want to believe?	We're all part of the same system. They're acting out their part, and you're acting out yours. Explore how these connect.
Fear, terror	Run away	Being judged	You're as awful as you've always suspected, only now people know?	This may be a great opportunity to heal and make a difference. Find ways to ground and connect to truth, and something larger.
Despair	Give up	The whole situation is hopeless	Nothing you say or do will make an impact?	Your actions matter. Small change is cumulative. Find and focus on some good news stories.
Exhaustion, overwhelm	Go to sleep, take a rest	You can't even begin this task, let alone finish it	You haven't done your part?	Small actions make a difference. Self-care is the foundation of all your work. The world needs you well-rested, well-nourished, and well-exercised!
Freezing up	Hide, be rescued	You're helpless to do anything; danger	You might get harmed (again)?	There may be more safety here than you think. Learn and practice something you *can* do safely and easily.
Anxiety	Try not to offend them	Rejection, humiliation, shame	You'll be abandoned; you're unworthy?	You are good and whole and clear. You'll be fine no matter their reaction.

To help make the world safer for Black and Brown people as you connect with other white people, try to shift from automatic *reaction* into strategic *response*:

1. Ground and center (Do things like take some deep breaths, feel your connection to the earth, put your hand on your heart).
2. Set and remember your intention.
3. Default response: Innocent-curious head-cock: "Huh. Tell me more about that!" Or share your authentic, vulnerable reaction to what you've heard.

Keep in mind:

- This is a long game. Evolution and transformation happen as you keep showing up.
- This is hard! Between our own childhood patterns and white supremacy mythology, there's a lot to navigate. The more you learn and practice, the better it goes.
- You're doing great, just by taking these steps to begin. It gets better over time.
- There is no such thing as too much practice. Join us for an upcoming event

As we move from *reaction* into *response*, we may feel more: curiosity, interest, compassion, peace, engagement, aliveness.

We also may become more effective in creating urgently-needed change. **For inspiration, support, and practice, come to an** upcoming event.

You've got this!

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Additional Background Reading/Preparation

- "The 'Other' White People: Reasons to Talk with 'Racists'"
- "Why White People Shame Other White People and What to Do About It"
- Do these exercises to prepare for this work
- "10 Necessary Upgrades for the Conscious White Person"

Best yet...join Crucial Conversations, an ongoing white-on-white practice group. Learn more here

Evolutionary Workplace helps organizations, leaders, and other individuals dismantle white supremacy and other harmful patterns from the inside out. We see white anti-racists as uniquely positioned to make a difference with other white people.

Learn more and join us for an event here.