

CONVERSATIONS ABOUT RACE AND PRIVILEGE

Lived experience matters. Facts alone aren't usually enough to change someone's implicit bias and institutional racism. But, approaching difficult conversations willing to validate the other person's lived experiences will lessen the likelihood that the person will react defensively and shut down.

YOUR STORY

Sharing your own lived experience of challenges and privilege demonstrates what led you to the place of holding the perspective that you do. It also humanizes you and the topic itself, because you are simply firing off statistics that are devoid of real human context.

THEIR STORY

Try not to think about this as giving a voice to hate and ignorance. By listening to the story of the person you're engaging with, you are forced to remember that they, like you, are a human being. It allows them to feel that their experience is valid, and that is crucial in doing work this deep.

WHAT HAPPENS WHEN YOU PUT THOSE STORIES TOGETHER

By putting your stories together, and especially if you can incorporate the stories of others, it paints a more realistic picture of our social frameworks, which can allow the person you are engaging with to see beyond just their own lived experiences and bias.

REMEMBER YOUR OWN JOURNEY

You weren't always as informed and aware as you are now. This fact should serve as both an ego check, and as a point of hope. The fact that you have grown and evolved should remind you that others can grow and evolve.