

21 Ways to Stop a Conversation about Diversity

(Circle the ones you've said & put an X by the ones you can't understand why they would stop a conversation on diversity)

1. I don't see color. We're all just human beings.
2. We have more similarities than differences.
3. I think deep down we're all the same.
4. Racism/sexism happens all over the world.
5. I think some people use diversity as an excuse.
6. I think identifying into groups only further divides us.
7. There are lots of other diversity issues other than race and gender.
8. I've never seen that happen before. Are you sure it happened?
9. Why does everything have to be so politically correct?
10. I was just joking.
11. Things are a lot better than they used to be. Don't you agree?
12. We'd hire more women and people of color, but are they qualified?
13. I love everyone.
14. Do you *really* think it's that bad?
15. I'm so glad you're not like one of *them*.
16. You know, you're a credit to your people.
17. You don't see other races complaining.
18. I think its reverse racism/sexism.
19. America is the best place to live.
20. Some of my best friends are colored.
21. You speak such good English, where did you learn it from?

When Someone is Offended by Your Comments

- What I heard you say was that...
 - Tell me more what you meant by...
 - What angered you about...?
 - What hurt you about...?
 - What's familiar about...?
 - What do you need or want from...?
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- ❖ Be patient, listen and don't rush to an apology or solution.
 - ❖ Stay with the relationship & process.
 - ❖ Empathy & sincerity are the gateways to understanding & compassion.

Process with the Group:

- *Tell _____ one thing you **heard**. Use his/her exact words.
- *What did you **appreciate** about what happened?
- *What did you **notice** was the turning point?
- *What **came up** for you in watching this? What's **familiar**?
- *What's **good** and what's **hard** about what happened?
- *What did you learn today about **listening** and **responding**?