

CONVERSATION GUIDE

Race Relations

on the table
Your voice matters.



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Racism has been among the most complex social dilemmas since the founding of our country. It is a powerful system that creates false hierarchies of human value. In order to build a livable, equitable and just community – for everyone, we must work together to oppose racism in our systems and in ourselves. As Angela Davis said, “It is not enough to be not racist, you must be actively anti-racist.”

BEFORE YOU BEGIN:

Set some guidelines.

Ask every participant to commit to creating a brave space for this conversation to take place. Four things to remember:

- Be respectful – in our language and conversation, we should be respectful to others even if we do not agree.
- Listen and learn from one another.
- Try to keep an open mind.
- The conversation itself matters – we don’t have to solve challenges right now, today.

GETTING STARTED:

Make introductions. Ask each participant around the table to share their name, their neighborhood and what brought them to the table.

HAVING THE CONVERSATION:

Pose questions to spark discussion. Invite your participants to consider the following and share their responses, experiences and ideas.

1. What is your definition of racism?
2. In what ways have you experienced or witnessed racism - institutional, structural, individual or otherwise? How did you respond to that experience?
3. What are some solutions and ideas that make your community and social circles more inclusive and diverse?
4. What would you like to see happen in your community and/or the Midlands to deal with racial prejudice?
5. What resources exist in the Midlands to promote antiracism in our communities? What resources do you believe are needed?
6. What will you commit to do in the next 3-6 months to improve racial equity in your community or the Midlands?

AFTER YOUR CONVERSATION:

Wrapping up your event.

Thank your participants for sharing their thoughts and experiences, and for being part of this important conversation. When we listen and learn from one another, powerful things can happen.

Remind them to:

- Complete the brief survey at OnTheTableCola.org being conducted by Central Carolina Community Foundation for a community report that will be shared with local leaders and stakeholders.
- Contribute to the conversation online by posting photos, ideas and experiences on social media using #OnTheTableCola.
- Consider applying for a Beyond the Table mini-grant. Central Carolina Community Foundation is awarding grants up to \$2,000 each for ideas that emerged from conversations.
- Visit www.OnTheTableCola.org to learn more.