

The R.A.C.E. Project

...LET'S GO BEYOND BEING WOKE TO BEING REAL!

FAMILY CONVERSATION TOOLKIT

Guidance to Support Genuine Racial Healing Using Key Tools from 4 Seasoned Facilitators & the Power of Their Questions!



YOU'RE INVITED

Build bridges with your family and closest friends supported by questions that inspire transformative dialogue! You can now step into holiday gatherings - as well as continue talking throughout the year - **feeling better prepared to engage in in-depth conversations to uncover real insights and a penetrating understanding.**

***Message from the Brain Trust:**

Rather than merely provide you with suggestions for action steps, this toolkit was created to assist you and those you love to truly make the journey of racial healing your own. Within, you will find both informative signposts and compelling questions.



THE GOAL OF
THIS WORK IS
TRUE HEALING...

HOW TO USE THIS TOOLKIT

*What To Expect...

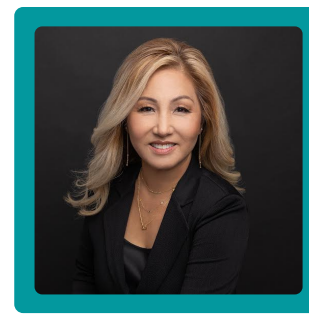
Thank you to you & your family for participating in healing racism...

We feel that the first stop along the way is for all of us to engage in self-reflection. This will help to set the stage for us to **'go from being woke to being real.'**

- A Call for **Vulnerability**
- A Culture of **Truth-Telling**
- A Focus on **Bridge Building**
- An Invitation to **Self Reflect**

LET'S PREPARE FOR THE WORK OF RACIAL HEALING...

Opening up dialogue for deeper conversations



What would Aliah invite you to ask yourself to prepare for this work?

- What does racial healing work mean to you in terms of your own personal values?
- What insights have come to you when you've done this kind of work in the past?
- Where do you feel that you may need to grow yourself to show up as a healer?

What questions would Simma ask about those who are around you?

- When you look at the people around you, who do you see?
- What do you share in common? What are the key differences?
- Are there certain kinds of people missing or present in small numbers?

What are Mike's questions regarding safety and inner-looking?

- What do you need to feel safe enough to show up for the work of racial healing?
- Are you willing to talk about your triggers, fears, or doubts when it comes to race?
- Do you intentionally express your inner-humanity? What would help you to be better?

What would Jeannie's questions be regarding your identity?

- We are all shaped by our early family experiences, how do you carry that in your identity?
- What would you say are your primary beliefs about what the racial divide has done to us?
- How do you see yourself responding to this clear invitation to contribute to racial healing?

**What are YOUR
Questions in these 4
Key Areas?**

- Utilizing **Elegant Questions**
- Growing **Cultural Intelligence**
- Cultivating **Inward Looking**
- Finding the **Roots of Biases**

REV. DR. ALIAH MAJON

The power to question is
the basis of all human
progress.

—Indira Gandhi

QUESTIONS ARE AN ELEGANT TOOL:



- Questions are the ultimate tool for reconditioning human consciousness - the act of looking at something to find answers and gain greater understanding is the way that our minds **naturally work**.
- When we pose a question it bypasses the tendency that we all have to protect and defend our own point of view - it's a kind of pattern interrupt. This happens because the act of our questioning and the inquiry process **invites & allows us to be studious**.
- Any conversation can feel like an adventure when the tone of the those participating expresses **exhilaration and excitement** - be very deliberate about your energy and its quality and you will more easily touch and inspire others.
- Asking questions will often lead to more questions, producing greater understanding of the subject being discussed - this can be elevated **when we model deep thinking** and are courageous enough to be vulnerable and open-minded.

QUESTIONS ARE AN ELEGANT TOOL:

What would Aliah invite you to ask?

1. What have you **been shy about asking** a loved one who is *different* from you about some thing that you have noticed and would like to better understand?
2. What question **would you like to be asked** about *who* you are personally, such as an aspect of your culture or anything else that is important to you?
3. What question would you **like to collectively ask** related to the idea of '*racism being a spiritual dilemma*' to help with transformation and racial healing?



SIMMA LIEBERMAN

*3 GOOD THINGS TO LIVE BY...

- 1) Be around all kinds of people.
- 2) Look for ways to truly connect.
- 3) Warmly share who you are as well.

CULTURAL INTELLIGENCE IS A TRUE GIFT:



Two important things that helps to grow 'Cultural Intelligence' is curiosity and **being genuinely interested in learning about different people.**

'Cultural Intelligence' happens when we see others with new eyes, specifically, when we choose to **respect different perspectives & listen deeply.**

- 'Cultural Intelligence' builds and strengthens both our families and our communities by giving us a framework for achieving **unity in diversity & embrace each other.**
- Everyone's way of being is to be honored, 'Cultural Intelligence' guides us to **use our intuition to discover where we can connect** and find resonance with others.

CULTURAL INTELLIGENCE IS A TRUE GIFT

What questions would Simma suggest?

1. What messages have you received regarding people who are different from you, and which one of those messages do you feel it is **now time to change**?
2. What assumptions, opinions or viewpoints do you quietly hold about racial differences that you have noticed **get in the way of connecting** with others?
3. What obstacles, barriers and stumbling blocks to bridge-building and depth have you been aware of most often when you are in **mixed race situations**?

CHIEF MIKE ALEXANDER



THE WAY OUT IS TO GO IN:

- Becoming a Healer means being our own best teacher by looking inward to see what may be **standing in the way due to our personal history.**
- The Racial Divide gives each of us certain triggers, fears and doubts - and **finding the way out as healers requires us to acknowledge them.**
- As human beings, we have to learn to consciously express our inner humanity - **this is true for police officers too.**

OPENING SELF TO OTHERS MEANS...

Emotional Safety: Create an environment where it is known and consciously practiced that people can speak truthfully and take emotional risks.

Safety of Inclusion: Inclusion in its purest sense is nothing more than deciding that everyone is to be valued and accepted no matter what.

Safety to Learn: Please make actual agreements regarding the work of racial healing being a collective learning process and journey.

Safety to Examine: Invite all sides to be heard by making a commitment to undertake a process of balanced and thorough examination.

Disagreement Safety: Create an atmosphere and space where disagreement can happen without a breakdown in relationships.

THE WAY OUT IS TO GO IN.

What are Mike's compelling questions?

1. Look inside, see if you can find any thoughts that are **tucked away regarding race** that you have been keeping at bay or that make you uncomfortable?
2. Look at yourself, and at your personal experiences regarding race, **where might you be in need** of some healing and/or could use an upgrade in your mindset?
3. Now look at yourself again, but this time in relation to the society that you live in **or your own community**, what contribution can you make to healing racism?



DR. JEANNIE KIM

SELF- AWARENESS IS KEY.

- A strong **sense of self** will be key.
- Allow closeness in your own unique way, and **stay self-aware** doing it.
- The task is to transform our biases by consciously **examining them**.

It's important to in understand ourselves before seeking to understand others... We all have beliefs about who we should 'let in', many of which were formed by the complex and layered experiences we have had with our families of origin.

My brother offered me these profound words: "We may have grown up in the same household, but each of us had different experiences with this family. This impacted our identities, resulting in us having our own unique ways of allowing and creating closeness with other people." This feels true to me too.

I have learned that there is a science behind our perceptions, and it is normal for us humans to have biases. It is also normal for us to have the capacity to transcend them. We can do this by clearly naming our biases, and by examining their roots to discover what the resistance we have may be about.

As you personally prepare to have conversations related to racial healing, those intended 'to go from being woke to being real', a big preliminary step is to notice if you are in alignment with yourself. Why do **YOU** want to do this?

Talking with your family and close friends does not mean that difficulties won't arise and people will not get triggered. If this happens, stop and access the situation together. Then, process your feelings with others later.

SELF-AWARENESS IS KEY.

What questions would Jeannie pose?

1. How would you identify yourself... What are five words that you feel describes you... Why those five words... And, **how did you come up with them?**
2. Thinking about what you heard about regarding race as a child, how has your perspective changed since then... Is there anything that **has stayed the same?**
3. If you were in charge of deciding how people begin to have talk honestly about race or racial healing, how would you have us **open up these conversations?**

ABOUT US

Rev. Dr. Aliah K. MaJon is well-known as an Evolutionary and Racial Healing Champion. She is currently the Chief Inclusion Officer (CIO) for The Shift Network and as the founder of the Next 50 Years Project, still periodically delivers Cultural Intelligence Tools and Social-Emotional Learning to Educators. Much of her work is informed by her firsthand experience growing up in the inner city of Detroit and losing her only child to suicide. Dr. Aliah also proudly holds a trademark for a coaching methodology called SOUL TECHNOLOGY® that introduces people to the 'other half of their intelligence' and demystifies how to cultivate one's inner-knowing.

Simma Lieberman is internationally known as "The Inclusionist," because she is passionate about inclusive workplaces. Simma partners with organizations who understand the value of diversity and are committed to sustainable change. She supports effective approaches to managing diversity and developing cultural intelligence, which she believes to be the cornerstones to having a competitive advantage and being relevant in tomorrow's markets. Simma has been featured in The Wall Street Journal, NY Times, Fast Company, The Economist, Forbes, Black MBA, Restaurant Hospitality Magazine, Insight Into Diversity, Working Mother, Cosmopolitan UK, Human Resource Executive, CEO Refresher and CNN.

Chief Mike Alexander is a nationally recognized expert in training teams and leadership coaching, a specialty that began during his 38-year career in law enforcement. He is the founder of the LION Leadership Institute providing opportunities for officers and community members to develop key skills grounded in ethics and integrity. LION Trainings focus on management, healthy work environments, employee wellness, emotional intelligence, and socialization. Mike has worked with key law enforcement organizations such as the U.S. Department of Justice Community Policing Divisions, the thirty six (36) Regional Community Policing Institute, the Multi-jurisdictional Counterdrug Task Force Training Center, the Federal Law Enforcement Training Center, the Texas Municipal League, the International Law Enforcement Administration, and the Texas Police Chiefs Association.

Dr. Jeannie Kim is a national and global speaker and trainer on higher education, leadership and innovative practices. Her 30+ years of experience fuels her interests in creating networks of change by fostering leaders who leverage cultures of innovation. Her work is centered on organizational structure and management, program and research development and service-learning and other high-impact practices that lead to sustained positive change. She served as an advisor to the Stanford Research Institute's think tank, Innovation for Jobs (i4j) and as product advisor to GainX Global, Inc., an innovation strategy management company featured in Forbes, Inc. and Finovate. She currently serves as the Interim Vice Chancellor of Educational Services and Strategic Planning at Riverside Community College District.

THE SHIFT NETWORK



JOIN THE MOVEMENT TO Transform Racism

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