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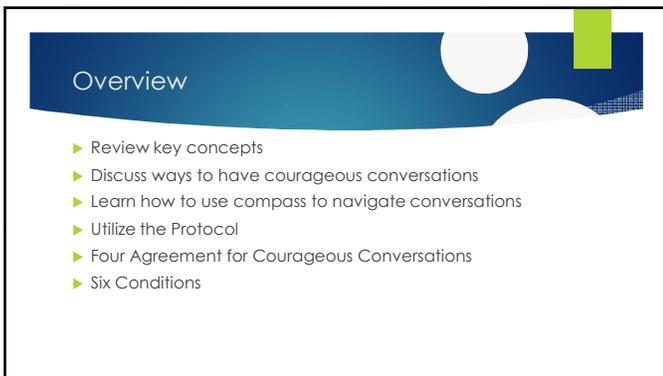
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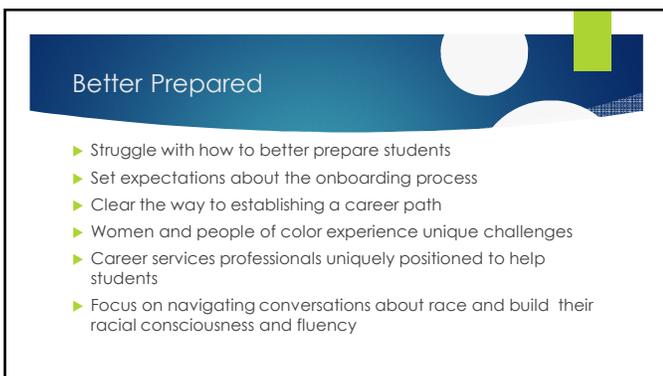
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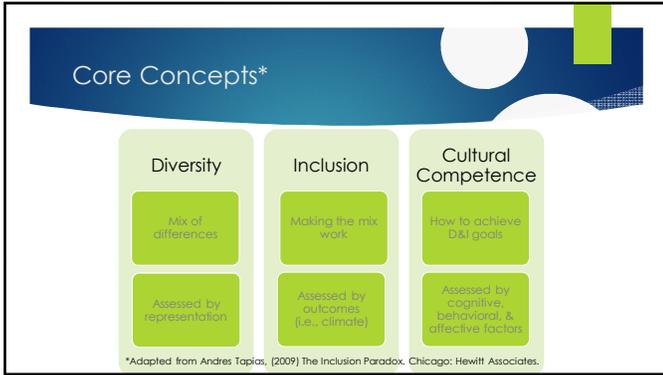
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- ### Basic Differences
- ▶ Nationality – Citizenship and/or birthplace
  - ▶ Ethnicity – Group culture, values, beliefs, language, etc.
  - ▶ Race – Color including skin, eyes, hair
  - ▶ Color – Skin Color
  - ▶ Culture

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Ways to think about culture

Objective Surface Structure

Subjective Deep Structure

The diagram features a large iceberg floating in the ocean. A horizontal line divides the iceberg into two parts. The top part, which is visible above the water, is labeled 'Objective' on the left and 'Surface Structure' on the right. The bottom part, which is submerged and much larger, is labeled 'Subjective' on the left and 'Deep Structure' on the right. The top of the slide has a blue header with the text 'Ways to think about culture' and a green square on the right.

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Ways to think about culture

Objective Surface Structure

Subjective Deep Structure

The diagram is similar to the first one, but with specific cultural elements labeled on the iceberg. The top part (Surface Structure) includes 'Dance', 'Language', 'Food', 'Customs', 'Games & Sports', and 'Art & Music'. The bottom part (Deep Structure) includes 'Social Expectations', 'Myths', 'Roles', 'Values', and 'Beliefs'. The top of the slide has a blue header with the text 'Ways to think about culture' and a green square on the right.

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Starting Point

► How much of my life impacted by race?

The slide has a blue header with the text 'Starting Point' and a green square on the right. Below the header is a question: '► How much of my life impacted by race?'

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### Third Rail

When we want to talk about gender, we talk about gender.  
When we want to talk about class, we talk about class.  
When we want to talk about religion, we talk about religion.  
When someone talks about race, we want to talk about gender,  
class, and religion.

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### What Prevents Race Talk?

- ▶ Fear of Disapproval
- ▶ Feeling Discouraged
- ▶ Fatigue
- ▶ Ignorance
- ▶ Apathy
- ▶ Lack of faith/confidence

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### Race Considerations

- ▶ Race has both positive and negative characteristics
- ▶ Race is inclusive of people of color and white people (whiteness is deracialized, erased)
- ▶ Other diversity characteristics are not a proxy for race

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### Core Beliefs

- ▶ Race matters
- ▶ Courageous conversations precedes courageous leadership
- ▶ Seek transformation over random acts of race equity
- ▶ Talking and thinking, feeling, acting about race

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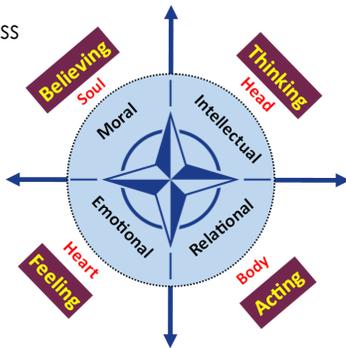
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### Compass



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### 4 Agreements: Courageous Conversations

- ▶ Stay Engaged
- ▶ Comfort with Discomfort
- ▶ Speak Your Truth
- ▶ Expect/Accept Nondisclosure

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## 6 Conditions

- ▶ Personal, local, and immediate - "I feel, I believe"
- ▶ Isolate race –
  - ▶ "I Michelle, a White female," "As Latino, I believe . . ."
- ▶ Normalize social construction and multiple perspective
- ▶ Monitor agreements and establish parameters
- ▶ Establish a "working definition" for race
- ▶ Examine the presence and role of whiteness

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