

Four Agreements of Courageous Conversations

1. **Stay engaged:** Staying engaged means “remaining morally, emotionally, intellectually, and socially involved in the dialogue” (p.59)

2. **Experience discomfort:** This norm acknowledges that discomfort is inevitable, especially, in dialogue about race, and that participants make a commitment to bring issues into the open. It is not talking about these issues that create divisiveness. The divisiveness already exists in the society and in our schools. It is through dialogue, even when uncomfortable, the healing and change begin.

3. **Speak your truth:** This means being open about thoughts and feelings and not just saying what you think others want to hear.

4. **Expect and accept nonclosure:** This agreement asks participants to “hang out in uncertainty” and not rush to quick solutions, especially in relation to racial understanding, which requires ongoing dialogue (pp.5865).

Six Conditions:

**Note: The intent of these conditions is to have facilitators and participants monitor and actively uphold all 6 conditions. However, it has always been recommended that groups just starting this practice focus on the first two.

1. Focus on personal, local and immediate
2. Isolate race
3. Normalize social construction & multiple perspectives
4. Monitor agreements, conditions and establish parameters
5. Use a "working definition" for race
6. Examine the presence and role of "Whiteness"