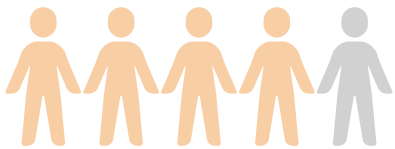


LOW-STAKES PRACTICE

Developing the skill of talking to white people about race and racism

4 OUT OF 5
WHITE PEOPLE



Say they don't know how to have meaningful conversations about race with fellow white people they know and love.

The trouble with this is that if we are not having these conversations, then someone is, and it's likely that someone is a target of racism, which burdens them further.

We often look at people having these conversations and think, "They can do it, but I can't," which is simply not true. All it takes is skill, and skill is developed with practice.

”
WORK ETHIC ELIMINATES FEAR

- Michael Jordan

1 LEARN TO LOCATE WITH LIBERATION STATIONS

You have (or will) pass through and pin-ball around each of [these stations](#), and they are the key to meeting someone where they are (and we are/have been).

2 PRACTICE LOCATING WHITE PEOPLE WITH LIBERATION STATIONS

The first skill to develop is noticing what station someone is currently speaking from. Watch 1-2 of [these videos](#) each day and identify the speaker's location.

3 HEAL YOUR PATTERN OF DISCONNECTION

Nearly everyone watching these videos has big feelings. White people carry wounds that fuel disconnection, and we [have to heal](#) in order to make a real difference.

4 LEARN TO COMMUNICATE WITH EMPATHY (FEELING WITH PEOPLE)

In [this video](#), we learn four qualities of empathy and use them like this:

1. Locate with Liberation Stations (perspective taking)
2. Recall yourself at that station (stay out of judgement)
3. Identify the feelings in what they say (recognize emotion)
4. Find one part you can agree with & start there (communicate with empathy)

5 PRACTICE, PRACTICE, PRACTICE

Use the 4-step process above with [these videos](#). At first, write down the name of the speaker, and notes for the 4 steps. After a few days, start responding out loud to the speaker. This is essential because it develops muscle memory. With practice, you'll learn to do all 4 steps simultaneously. And, the good news? If you practice for 15 minutes, 1-2+ /week, you'll become equipped for live conversations in no time.