

FC Prep	ToP Focused Conversation Topic: Racial Equity impact in _____(area of discussion city, organization etc.)	
	Rational Aim: Understanding racial equity in relation to _____(area of discussion) strategic priorities	Experiential Aim: Create a safe space to discuss racial equity in _____(area of discussion) departments and teams.

Leading the Focused Conversation	<p>Opening/Context:</p> <p>Thank you all for choosing to take part in this conversation. As stated earlier, we are engaging you in this conversation on how we can have brave spaces to talk about racial equity within _____.</p> <p>The suggestions and vision you develop will be shared with _____</p> <p>Over the next _____ minutes we will go through a series of questions intentionally designed to bring up your thoughts and feelings on this topic. There are no wrong ideas or answers. Some of your contributions may conflict with others – and that’s ok! We want to make sure everyone is heard, and we include everyone’s ideas as we think about what a understanding around this concept might mean for _____</p> <p>So, let’s get into our first question:</p>	
	<p>Objective:</p> <p>What are the first word that come to your mind when I say “racial equity” and “privilege”? (everybody shares)</p> <p>What do you <u>know</u> about “racial equity” and “privilege”?</p> <p>What behaviors have you observed when you have been in <u>discussions</u> about racial equity in _____?</p>	<p>Intent:</p> <p>Share understanding of race and privilege</p>

<p>Reflective:</p> <ol style="list-style-type: none"> 1. What are your first thoughts when I say “racial equity”? 2. What has been your response or behavior around what you have observed at _____ regarding racial equity? 	<p>Intent:</p> <p>Facilitate reactions and observation to “racial equity”</p>
<p>Interpretative:</p> <ol style="list-style-type: none"> 1. What issues around racial equity and privilege concerns you? 2. What opportunities does privilege afford you? 3. What fears do you have about leading conversations regarding racial equity? 4. What is being recommended here? 	<p>Intent:</p> <p>Determine concerns and opportunities that need to be addressed</p> <p>Discuss recommendations</p>
<p>Decisional:</p> <ol style="list-style-type: none"> 1. What ways can you advance racial equity? 2. What are the first steps to address racial equity in _____ 	<p>Intent:</p> <p>Determine what actions individuals can take to advance racial equity</p>
<p>Closing: Thank you for participating in this conversation, we’ll end with this quote..... “Not everything that is faced can be changed, but nothing can be changed until it is faced” – James Baldwin</p>	