

Decoding Racism in Conversations about the College List



Panelists and Introductions

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Overview

- Identify, Decode, and Address Racism in Conversation
- Scenarios Discussion
- Inclusive Dialogue Model Resources
- Q&A

“Be aware of...”

“We challenge you to...”



Scenario 1

“Why aren’t students applying to more competitive schools?”



Scenario 2

“What do I need to do to get in to [x, y, z]?”



Scenario 3

“You know, we’re only looking at colleges of a similar caliber to your school.”



Scenario 4

“My sister did everything right, but didn’t get into that school because her skin is the wrong color.”



Dialogue Model Resources

- **LARA Method for Managing Tense Talks - Stanford SPARQ**
 - **Listen** Set aside your agenda. Learn vs. Change. Meaning vs. Saying
 - **Affirm** a feeling or a value you share. Build common ground.
 - **Respond** directly to questions and concerns. Avoid labels or attacking.
 - **Ask questions or Add info:** Keep questions open ended. Then add additional information like a personal story or opinion.



Dialogue Model Resources

- **ACTION: Responding to Microaggressions - Faculty Focus**
 - **Ask** clarifying questions to assist with understanding intentions
 - **Come** from curiosity not judgement
 - **Tell** what you observed as problematic in a factual manner
 - **Impact** exploration: ask for, and/or state, the potential impact on others
 - **Own** your thoughts and feelings around the impact
 - **Next** Steps: request appropriate action be taken



Dialogue Model Resources

- **4 Ds: When & How to Respond to Microaggressions - HBR**
 - **Discern:** How much investment do you want to make in addressing the issue?
 - **Disarm:** People get defensive. Invitation to sit with you while you get to the root of behavior together.
 - **Defy:** Challenge perpetrator for clarification. “How do you mean that?” Gauge intent. Acknowledge intent. Reframe around impact.
 - **Decide:** Protect your joy. You control what this incident means for your life and work.



Q&A

