**This is an outline of the topics that I have used. You are welcome to use these topics or use your own. I would allow for flexibility as you see needs in your own staff.**

**Regardless of whether you use these or other topics, I would spend the first year on topics of self-reflection and always go slowly. Also, throughout I have spent some months pressing pause and returning to self-reflection.**

**Year 1: Getting to know ourselves**

(Introduction)

Introduction to courageous conversations

Discuss what we will do and what we won’t do

Introduce compass and agreements

Why is this important?

Beware of the single story <https://www.ted.com/talks/chimamanda_ngozi_adichie_the_danger_of_a_single_story?language=en>

Start each Session with placing ourselves on the Compass at this specific time regarding race/culture &Review the agreements

(What is race?)

Race vs ethnicity vs nationality

US Census bureau defines race in the US. Where do these individuals fall? (Used various pictures of people to have to place in US Census bureau definitions e.g. white and black latinos, people from India or Middle Eastern countries.

(Introduce cultural biographies)

Reviewed Compass and Agreements

Looked at various cultural events from the summer

I read my own cultural biography and we began our own cultural autobiographies.

(Iceberg Concept of culture)

“Family” portion of autobiographies

How culturally connected are you? (From Sharroky Hollie’s presentations)

Introduce the iceberg concept of culture

(Cyclic vs linear time-concept of time)

“Neighborhood” portion of autobiographies

Where do we get our understanding of other cultures?

What if other cultures got their understanding from Jerry Springer? (Or even mainstream shows like Two Broke Girls, Any of the Real Housewives, Modern Family (<https://www.youtube.com/watch?v=XG1-9GXGAek>)

Cyclic vs linear time (Concept of time-below the water line-shallow)

Discuss how this could cause difficulties with students/families. (Due dates, attendance, work habits)

Cultural Consciousness

(Individualism vs Collectivism-concept of self)

“Elementary and Middle School” portion of autobiographies

Rings of Culture (introduce)

“Concept of Self” (Deeper level)

Individualism vs Collectivism

(Behavior)

“High School and Community” portion of autobiographies

Personal examples of cultural conflicts (shallow-conversations patterns)

Behaviors: Cultural or wrong? (Perceived behaviors vs possible cultural explanations)

Decide if cultural or wrong

VABB

(Bias)

“Present and Future” portion of autobiographies

Car Accident/Dr. story to introduce bias

Why bias is uncomfortable to talk about

Unconscious bias is biology

So now what?

All That We Share Video (<https://www.youtube.com/watch?v=jD8tjhVO1Tc>)

(Privilege)

“Present and Future” part 2 portion of autobiographies

Paper Clip privilege activity

**Year 2: Cultural Differences in Communication**

(Dear White People who Care about Justice)

Review summer events

Reflect on the letter by Andre Henry

(Contextual Conversation Patterns)

High Context vs Low Context-contexual conversation patterns

Why does this matter?

(Non-verbal communication)

Eye Contact

Gestures

Touch

Body Movement and Posture

Facial Expressions

Physical Space

Why does this matter?

(District Presentation)

AASD Pyramid of Priorities

Cultural Responsiveness, Equitable and Inclusionary Environments

Cycle of Mistrust vs cycle of trust

(Non-verbal communication part 2)

Paralanguage

“Jacked-Up” Is this my car? State Farm commercial (<https://www.youtube.com/watch?v=k29ogXL_S2U>)

Why does it matter?

(VABBing)

What is VABB

How does it relate to the iceberg?

Read article (Pg 42 from Culturally and Linguistically Responsive Teaching by Sharroky Hollie)

**Year 3: Feelings**

This is a general outline of the topics that we are discussing this year. Our district is going through the CLR training from the CCRTL so I was fortunate to be working with our two CLR coaches on these conversations.

Courageous Conversations/CLR 2019-20

Sept: Review what we’ve done so far and introduce what we are doing this year

Oct: VABBing

Nov: Emotions of…VABBing

Dec: No presentation

Jan: Emotions of… Concept of Time

Feb: Emotions of…High Context vs Low Context Communication Styles

Mar: Emotions of…Non-Verbal Communication

Apr: Emotions of…Non-Verbal Communication

May: Emotions of…Behavior (and cultural behavior)