

Worksheet for Civil Dialogue Workshop Participants

Behaviors to note when taking part in a civil dialogue.

- a) Use appropriate behaviors and body language. Avoid eye-rolling, sighing, laughing, and other demeaning behaviors. Do make eye contact, pay close attention to the conversation, and use welcoming and inclusive gestures;
- b) Only speak in turn. Do not interrupt the other speakers. If the conversation is being moderated, wait to be called on by the moderator. Also, don't engage in side conversations.
- c) Follow the direction of the discussion. Don't repeat what has already been said or derail the conversation with off-topic information or opinions.
- d) Differentiate between facts and opinions when you are speaking. While both have their place in civil discourse, be clear about when you are expressing your own opinion.
- e) Be a careful listener. This will help ensure that you stay on topic. Listen for what the other speakers are trying to convey even if they are not doing so clearly. Ask clarifying questions when necessary.
- f) Find common ground. It is easier to keep the conversation civil when each participant is on the lookout for areas of agreement.

What is critical race theory?

- Critical race theory (CRT) refers to a broad collection of legal and academic topics that examine social, cultural, and legal issues as they relate to race and racism. CRT holds that race is not biological, but is a socially constructed idea.

CRT teaches that bias is embedded within our institutions, laws, and public policy. The theory posits that this embedded bias affects each of us differently and is primarily responsible for the unequal outcomes we see in systems like education, health care, etc.

- CRT is a framework that is used to help understand why racial inequities exist in our systems and how to eliminate them. In the education system, it can be used to understand issues of disparity in school discipline, tracking, and standardized testing.

In the following space, please note your observations regarding what you hear and see.