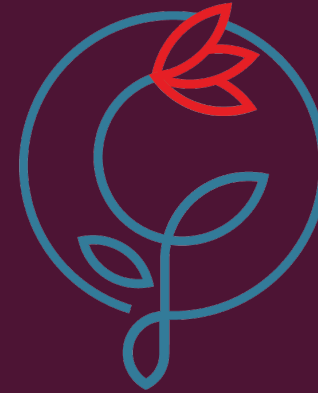

THE GUIDE FOR ENGAGEMENT TOOL



THE
CO-CONSPIRATOR
INSTITUTE

CONVERSATIONS ABOUT RACISM ARE DIFFICULT

We come with our truths, opinions, and assumptions, all while breathing the air and drinking the water of white supremacist culture.

The Guide for Engagement allows us to come to this conversation with an understanding on how to absorb and process the information. It is an agreement that binds us to a commitment for transformation, even when it's hard and uncomfortable, for the sake of our humanity.

Rule #1

**THIS IS
INTENTIONAL SPACE.**



THIS IS INTENTIONAL SPACE.

This space is intentional because it was specifically prepared with you in mind.

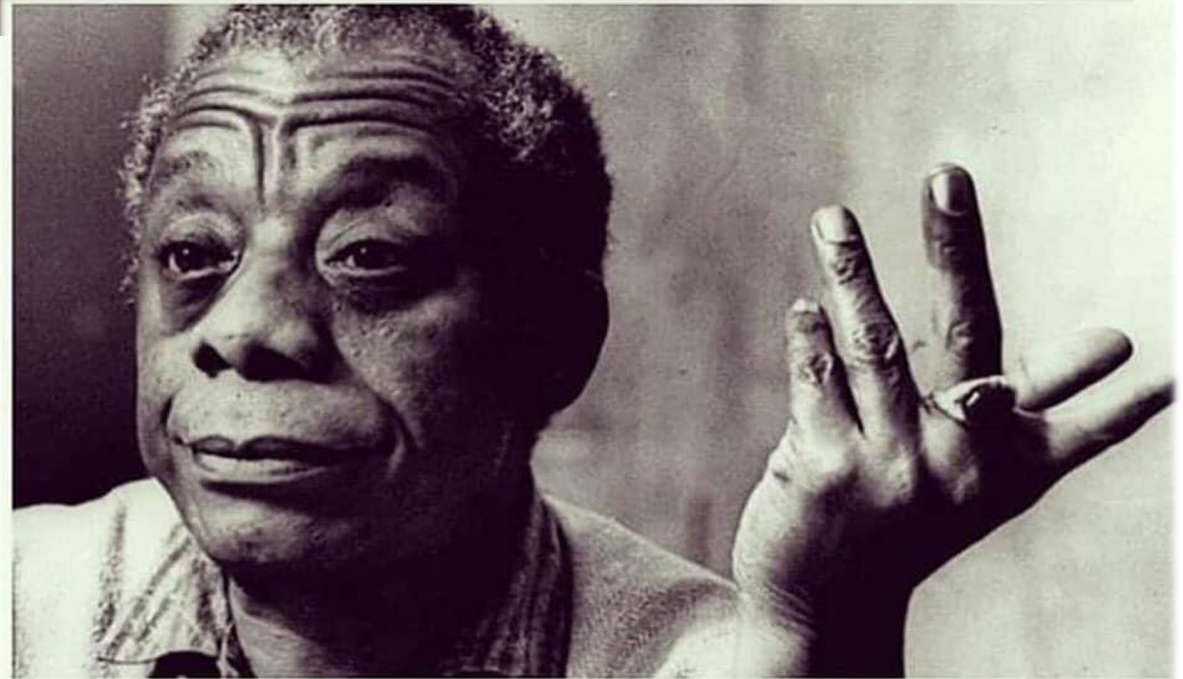
We honor each other's humanity in this space. As an organization we acknowledge the uniqueness among us and in each of you.

We honor each other and our unique spark!

Rule #2

**DIFFERENCES OF
OPINION ARE WELCOME.
DIFFERENCE DOES NOT
MEAN “DISRESPECT.”**

**DIFFERENCE
DOES NOT
MEAN
"DISRESPECT"**



"We can disagree and still love each other,
unless your disagreement is
rooted in my oppression
and denial of my humanity and right to exist
~James Baldwin.

Rule #3

**WE WELCOME
CONFLICT AND TENSION.**

WE WELCOME CONFLICT AND TENSION

You cannot dismantle white supremacy and avoid conflict.

White supremacy is a moral dilemma. Dismantling it will cause you to wrestle with norms of immorality. Its not just wrong it is evil. And we have normalized evil culturally. We must do the hard work of looking within and beyond for change.

We believe we can disagree and hold tension in love and with respect.

Rule #4

**OPINION WILL
NOT BE HONORED
OVER FACTS.**

OPINION WILL NOT BE HONORED

In our work we decenter whiteness and prioritize the lived experiences of BIPOC communities.

Your opinion and truth are welcome, but your opinion will not be honored up against facts and the lived experiences of BIPOC people.

Rule #5

**WE INVITE YOU TO BE
ACTIVE PARTICIPANTS.**

WE INVITE YOU TO BE ACTIVE PARTICIPANTS IN THIS WORK

Don't let your fear keep you from contributing.

- ➡ Fear of saying the wrong thing
- ➡ Fear of offending
- ➡ Fear of revealing your own racism
- ➡ Fear of being embarrassed

We are all on this journey together. Grace abounds for you and us.

Rule #6

**YOU ARE NOT
RESPONSIBLE FOR
OTHER PEOPLE'S
FEELINGS.**

YOU ARE NOT RESPONSIBLE FOR OTHER PEOPLE'S FEELINGS.

We are all adults responsible for our own feelings. We reject the notion of 'white fragility.'

If you need a moment, it is your moment to take, **not ours.**

Do not monopolize this conversation with your moment.
Instead:

Take notes so you can remember your points of tension

Write down your feelings so you can process later with someone

Walk away

Rule #7

TURN TO WONDER.

TURN TO WONDER

There may come a time that you hear or see something that causes you to react, be judgmental, or cling to a truth you hold.

That is called resistance!

When that happens, ask yourself:

“I wonder why I feel this way?”

“I wonder what my reaction teaches me?”

“I wonder how my story connects to their story/stories?”

Rule #8

**LISTEN TO
UNDERSTAND.**

LISTEN TO UNDERSTAND

Be curious about what you don't understand.

If necessary, return to the previous step: “Turn to Wonder”.

Rule #9

**WE WANT TO
NORMALIZE
DISCOMFORT.
(FOR WHITE PEOPLE)**

WE WANT TO NORMALIZE DISCOMFORT. (FOR WHITE PEOPLE)

Being uncomfortable is a crucial part of the journey.

Remember:

- ➡ *Discomfort is where learning happens.*
- ➡ *Being uncomfortable isn't the same as being threatened or at risk.*
- ➡ *Being uncomfortable doesn't always mean you've been offended.*
- ➡ *Growth can be uncomfortable and painful at times.*

Rule #10

**WE ACKNOWLEDGE
RACIAL TRIGGERS AND
TRAUMA.
(BIPOC PEOPLE)**

WE ACKNOWLEDGE RACIAL TRIGGERS AND TRAUMA. (FOR BIPOC PEOPLE)

Pay attention when situations, thoughts, or questions generate a strong emotional response.

Physical symptoms of anxiety:

➡ *Pounding heart, upset stomach, shaking, dizziness, sweaty palms*

If you notice these signs, stop to consider what just happened and the response it activated.

If you need to, step away. Anti-racism work is not your work. Focus on taking care of yourself.

Rule #11

**EXPECT
THE UNKNOWN.
WELCOME
THE SURPRISE.**

EXPECT THE UNKNOWN.

Welcome the surprise.

Let go of the need to know and be in control. Instead, be fully present in this space.

REFERENCES:

Turn to Wonder

This point was adapted by the Forum for Theological Exploration (FTE) from the Center for Courage and Renewal's Circles of Trust retreats and Margaret Wheatley's "Turning to One Another". Used during the 2018 Hope Partnership for Missional Transformation

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