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#

# **AUTHENTIC CONVERSATIONS ABOUT RACE**

#### Creating World Community

# **One Conversation at a Time**

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#  **These copyrighted materials may be used without prior permission for one-on-one conversations about race so long as the participants return to Authentic Enterprises, LLC the completed and signed Agreement Participation, Background/Demographic form, Conversation Feedback form and Conversation Commitment form.**

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#  **These copyrighted project materials shall not be used in connection with any event, group project, workshop, retreat or other gathering of more than two people without the prior written consent of Authentic Enterprises, LLC and Corey S. Kupfer.**

### AUTHENTIC CONVERSATIONS ABOUT RACE

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### AUTHENTIC CONVERSATIONS ABOUT RACE

# **Creating World Community**

# **One Conversation at a Time**

#  **INSTRUCTIONS**

1. Invite a person of a different background to engage in the Authentic Conversation About Race with you.
2. Conversations are designed to be one-on-one only so keep it to you and your partner.
3. Find a private location to have the conversation. The conversation environment should be without distractions and be as quiet and intimate as possible.
4. Allow at least 90 minutes for the preparation, conversation and debrief.
5. Sit directly facing each other with nothing in between the two of you and as close to each other as you are comfortable.
6. Read the Original Purpose and Intent of the Project writeup.
7. Read the Guidelines.
8. Read and sign the Agreement for Participation or, if you would prefer, agree orally to the terms of the Agreement for Participation. Without agreement to its terms, we do not recommend that you have the conversation.
9. Review and work collaboratively with your conversation partner to complete the Background/Demographic Form. If you chose to submit this form to Authentic Enterprises (AE), it will be useful to us in evaluating the project experience and results across various demographics. Even if you do not intend to submit the form to AE, please complete it with your partner as it is a good opening to learning about each other and getting ready for the conversation.
10. Review the Sample Topic and Questions. These are there to support you as a resource to get or keep the conversation going if you need them. The project is designed for each pairing to create their own experience and have their own unique conversation so there is no requirement that you address any of the listed topics and questions.
11. Focus the conversation on your life experience and what you want to know about the other person’s life experience not about political or external issues in the abstract.
12. Make sure that there is a balance between talking and listening and that you share at least as deeply and authentically as your partner does. This is not an opportunity for you to satisfy your curiosity about the other without the willingness to authentically and deeply share your own journey no matter what your race, ethnicity or background is.
13. Start the conversation and keep speaking for as long as you would like (but make sure you have allowed at least one hour for the actual conversation). Our experience at Authentic Conversations About Race events is that participants are often concerned about whether they will be able to talk for 30 minutes and when we extend the time for another 15 minutes and then a second 15 minutes, they are still not done talking at the end of the hour.
14. After the conversation is finished, take 10 minutes to quietly complete the Debrief Form on your own. Then share any insights, realizations or other thoughts that you would like to share with your conversation partner.
15. Complete the Conversation Commitment/Evaluation Form. Use that form to document your commitment to have additional Authentic Conversations About Race with the people you have specified on the form and to complete your evaluation of the project. Although not required, we would very much appreciate both participants completing and returning this form (and, if you chose, a copy of all of the other completed project materials) via email to ACAR@authenticenterprises.com.

Complete the experience by thanking your partner for their participation and specifically acknowledging them for whatever you are called to acknowledge them for (e.g. their openness, courage, truth, generosity, trust, etc.).

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# **Original Purpose and Intent of the Project - (written in 2000)**

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# **The purpose of this project is to create open communication about race between people of different cultures, colors or ethnicities. In the project, participants are asked to commit:**

#

# **· To have at least one open and honest one on one conversation about race with a person of another race, culture, color or ethnicity.**

#

# **· That any question may be asked, any comment may be made, and any fear may be expressed and that any concern may be communicated.**

#

# **· That all elements of the conversation will be received as a contribution to each of the participant’s lives and understanding of other people.**

#

# **· To request that their conversation partner have at least one additional conversation about race with a person of another race, culture, color or ethnicity.**

#

# **There are more specific Guidelines for these conversations in this packet.**

#

# **Often there is a fear of sensitivity around race. Many people do not openly talk about race with people of other races, cultures, colors or ethnicities, even if they have been friends for many years. For many of us, there are things that we want to know but are afraid to ask, views we have but are afraid to express and assumptions we make that never get tested. At Authentic Enterprises, LLC, we believe that these fears and inhibitions rob us of the opportunity to learn, gain insight, grow and create a more connected, understanding and loving world.**

#

# **We all grow up with certain views and see the world based upon our experiences in life and what we are taught. Participants in this project have an opportunity to talk about those views and experiences and learn about the views and experiences of others. The agreement of the participants is to listen to these views and experiences and talk about how they shape the way we see the world and others. Participants are asked to commit to avoid judgments, defensiveness and anger and to try to express any negative feelings and different views constructively and from a place of giving as opposed to being positional or needing to be right.**

#

# **The intention of the project is for the conversations to be deep and meaningful, for the participants to allow themselves to be vulnerable and out of their comfort zone, and for there to be a safe environment created in which those things can happen.**

#

# **Why this project was started (Corey Kupfer, project founder)**

# **The initial spark for this project was a comment made by U. S. Presidential candidate Bill Bradley in December, 1999 on a CNBC Hardball program. Bradley said “If you have never had a conversation about race with a person of another race, you are part of the problem”.**

# **After noticing the boldness of the comment, I began to think about the depth of the challenge that Bradley issued. I was deeply committed to making a difference in race relations. I had friends and colleagues of many races, ethnic backgrounds and cultures. I talked to those friends and colleagues about many deep and intimate subjects – our relationships, families, finances, life goals, hurts, disappointments, fears and desires. I spoke with them about many issues that are related to or might touch upon race – such as hunger, inner-city kids, affirmative action, crime, immigration and equal opportunity in housing and employment. But, had I ever really talked to them about race? Had I ever had a deep, honest, personal and totally open conversation right on race? What was it like for each of us growing up? What do we want to ask each other or know about each other that remains unsaid? What are our fears, assumptions and issues? Did I ever say or do anything or be a certain way that came across to that person as being insensitive, ignorant or prejudice? That evening I made a commitment to have those conversations.**

# **For a couple of months, I did not take any action on that commitment. I was afraid to say the wrong thing, offend someone, seem ignorant or insensitive or be accused of being prejudiced. Finally, I stopped trying to figure out “the right way” to do it and jumped in and started having the conversations. They were intimate, moving, challenging, uncomfortable and surprising at times, and unbelievably enriching. They transformed my life and caused my relationship with every person with whom I had a conversation to deepen and become closer. There is a new and more profound level of understanding, friendship, respect and love between us. After seeing the opportunity these conversations were and are in my life, I wanted others to share in that opportunity. My hope and intention are that this project provides that opportunity to all of its participants. So far, many report great experiences. I encourage everyone reading this to face whatever issues may arise and have at least one of these conversations. I believe that it will transform you and help you to transform the world.**

# **Can you imagine a world in which people have these conversations regularly; in which talking about race is not taboo; and in which the fear of sensitivity that inhibits open and honest communication is gone and there is deeper understanding, connectedness, love and appreciation for each other? It will occur through the commitment and courage of each one of us. This project is a way to start. Please keep having these conversations and encouraging others to do so as well. As Gandhi said, “Become the change you wish to see in our world.”**

#  **Why Now? (written in 2000)**

# **Although there has been progress in this century, race remains a significant issue in the world. Up until now, the efforts to the current state of race relations have been mainly on a political level, a community and group level and a legal level. These efforts have had some success and should continue. However, on an individual level, there remains for many people a lack of understanding, openness, interconnectedness and unity.**

# **In the United States and many parts of the world, this is also a time of unprecedented communication, connection, travel and exchange of ideas and cultures. People travel and interact with people of other races and cultures more than ever. With television, cable, telephone, fax, email and the internet, we are becoming more and more connected with people around the world. Music stores carry music from all over the world, hip hop and rap have crossed racial boundaries, foreign films are the rage, companies (especially internet, communications and technology companies) have more diversified workforces, and business, culture and general awareness have become more international. It is becoming more crucial to understand one another.**

# **At the same time, the conversation in the United States media about race seems to be evolving from focusing on conflicts, rhetoric and surface issues to a deeper inquiry. The NY Times series on race and Newsweek Magazine issue that were published in 2000 are examples of this. We have observed a yearning of heart and spirit to be more interconnected and to deepen the inquiry, and an energy that calls each of us to take this issue on personally. As a collective, we are no longer willing to wait until the politicians, community leaders or other people solve the issue. This shift in collective consciousness will not come exclusively through new laws, political action or the speaking and actions of community and group leaders, although all of these are important. It is time to follow Indian spiritual leader Osho's advice:**

# **"There can be no political revolution, no social revolution, no economic revolution. The only revolution is that of the spirit; it is individual. And if millions of individuals change, then society will change as a consequence, not vice versa. You cannot change the society first and hope that individuals will change later on."**

# **It is time that the challenge of race relations be addressed on the individual level. It starts with deep, open and honest communication, one on one. Our intention is that the Authentic Conversations About Race project inspires that revolution of the spirit in the individuals who participate in the project, and that society changes as a consequence.**

# **2015 Thoughts**

# **While there has been progress in the last 15 years, the number and frequency of Authentic Conversations About Race are still not close to where they can be. The reaction of many to the Starbucks #RaceTogether campaign and elements of the campaign itself are clear evidence of the work that still needs to be done.**

#

# **The vehement social media response from people of all different backgrounds and perspectives only serves to highlight the continuing divide. The level of criticism, complaint and accusations without constructive recommendations and tools for progress is disappointing but not surprising. Although social media has been used for much good, it is very often not the medium for open constructive dialogue. Press coverage often just jumps on the critical and short-sighted bandwagon without providing space and coverage of positive progress and solutions.**

**Let’s use this opportunity and the focus that #RaceTogether (along with many other recent events) has triggered on this issue to highlight and galvanize support for solutions and tools for progress. There is much great work being done in this area and my hope is that we can move the social media and press narrative and coverage to highlight, encourage and expand this work.**

**Our experience in facilitating and curating over one thousand Authentic Conversations About Race over the past 15 years is that, when the right space is created to have and hold these conversations, people want to have them and the results are inspiring. Participants consistently report deeper connection, intimacy and understanding. Whether it is black and white South Africans speaking authentically and openly about race not long after the end of Apartheid or a white father-in-law and his African-American daughter-in-law hugging each other in tears not long after the father-in-law had refused to recognize his son’s marriage, we have repeated and ample evidence that this project works.**

# **It is in this spirit and at this crucial time, the we have decided to make our Authentic Conversation About Race Project materials available without charge to anyone interested in using them for one-on-one conversations about race. We encourage our colleagues who are doing other great work in this area to offer what they can as well and encourage the media to highlight the tools, progress and solutions available at least as much as they highlight the issues, problems and criticisms.**

#

# **While Starbucks may not be the best venue for an authentic conversation about race, let us use this bold but imperfect opening to move forward positively toward a future in which we come together across perceived differences and realize we are all one.**

# **Thank you for participating in the project.**

# **AUTHENTIC CONVERSATIONS ABOUT RACE**

**Creating World Community**

**One Conversation at a Time**

# **GUIDELINES**

These Guidelines are intended to create the safe environment in which the conversation will be held. For there to be the greatest chance for the conversation to occur on a powerful, deep, meaningful and open level, please review these Guidelines carefully and commit to keep them present in your mind and to be guided by them during your conversation. Following these Guidelines will allow you to be more vulnerable, talk about topics and ask questions that may be uncomfortable and come out of the conversation with a greater understanding and a more open and intimate relationship with your conversation partner.

1. Respect yourself and your conversation partner.
2. Listen carefully and attentively and allow the other person to fully express

 his/her view. Then respond honestly and respectfully.

1. Avoid being reactive, defensive or accusatory.
2. Encourage each other to honestly express contrary views.
3. Recognize that we each have different life experiences that affect our views. Try to listen to and examine those experiences and views openly, putting aside preconceived notions.

1. Support each other in fully expressing fears, feelings and personal experiences.
2. Intend that the conversation be a contribution to the other person and assume that your conversation partner means well.
3. Seek clarification before jumping to conclusions (e.g., by asking open ended questions that start with ‘what’, ‘where’ and ‘how’).
4. Do your best to be willing to be uncomfortable. However, give your conversation partner the freedom to express that he/she is not comfortable talking about something.
5. Commit to examine why you are uncomfortable with any question or topic and if you would be willing to talk about that experience, item or issue later in the conversation or in a follow-up conversation.

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**AGREEMENT FOR PARTICIPATION**

I acknowledge and agree that I:

(a) understand the project,

(b) will respect the Guidelines for the project, and

(c) have elected of my own free will to participate in the Authentic Conversations About Race project.

In consideration for the right to use the project materials and to participate in the

Authentic Conversations About Race project, I agree as follows:

1. I have elected to participate in the Authentic Conversations About Race project of

my own accord and take full and sole responsibility for my involvement and

anything that results therefrom. I recognize that me and my conversation

partner may feel uncomfortable at times, certain emotions may arise and,

although we hope it never happens (and, in fact, the opposite result has been our experience), relationships could be adversely affected. By participating, you and all of your conversation partners, waive and fully release any and all claims that you may have in connection with or that may arise from such participation against Authentic Enterprises, LLC and its founders, directors, officers, employees, participants, partner organizations and its and their affiliates and successors and assigns.

2. If I chose to submit any of the following to Authentic Enterprises (AE), the Feedback Forms, narratives and any other written materials submitted by me in connection with the project (“Materials”) may be used by AE and Corey S. Kupfer in any form or media (including, without limitation, on-line, on a web site or in a book, article, video or audio tape) and may be adapted, changed and combined with any other material in the sole discretion of AE and Corey S. Kupfer.

 **Participant Signature:**

**\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**Print Name:**

**AUTHENTIC CONVERSATIONS ABOUT RACE**

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##### One Conversation at a Time

## ***BACKGROUND/DEMOGRAPHIC FORM***

## Your Name: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Name of Conversation Partner \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

# **The United States Census categorizes race as set forth below. If you had to choose one to describe you, what would you choose?**

#  [ ] White/Caucasian [ ] Black/African American [ ] Latina/Latino

#  [ ]Asian/Pacific Islander [ ] Native American [ ] Multiracial: specify \_\_\_\_\_\_\_\_\_\_\_\_\_

**If you were not limited to the United States Census choices, how would you define your race?** \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

# **Based upon the United States Census race categories, what is the race of the person with whom you had the conversation?**

 [ ] White/Caucasian [ ] Black/African American [ ] Latina/Latino

 [ ] Asian/Pacific Islander [ ] Native American

 [ ] Multiracial: please specify \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Independent of the United States Census race categories, how does your conversation partner define his/her race?** \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_.

**What is your ethnic background?** \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_.

**What is your conversation partner’s ethnic background? \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**\_\_\_\_\_.

# **What is your age?** [ ] Teens [ ] 20s [ ] 30s [ ] 40s [ ] 50s [ ] 60s+

# **Conversation partner’s age?** [ ] Teens [ ] 20s [ ] 30s [ ] 40s [ ] 50s [ ] 60s+

# **What is your gender?** [ ] Female [ ] Male [ ] \_\_\_\_\_\_\_\_\_\_\_

# **What is the gender of your conversation partner?**  [ ] Female [ ] Male

# [ ] \_\_\_\_\_\_\_\_\_\_\_\_\_

# **How would you describe your relationship with your conversation partner?**

# [ ] Close friend [ ] Friend [ ] Acquaintance [ ] Stranger [ ] Family

# **How long do you know your conversation partner?**

# [ ] Met today [ ] Less than 1 month [ ] Less than 1 year [ ] 1-5 years [ ] 5 years +

# **How strong do you consider your religious or spiritual beliefs?**

# [ ] Strong [ ] Moderate [ ] Weak [ ] None

# **Was your conversation partner of the same faith?**

# [ ] Yes [ ] No

# **What is your level of education?**

[ ] High school [ ] Some college [ ] College graduate [ ] Post graduate study

[ ] Other \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

# **How would you describe your socio-economic background?**

 [ ] Lower [ ] Lower-middle [ ] Middle [ ] Upper middle [ ] Upper

# **Where do you live?**

City/Town \_\_\_\_\_\_\_\_\_\_\_\_\_ State \_\_\_\_\_\_\_\_\_\_ Zip Code \_\_\_\_\_\_\_\_

Country \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Other: \_\_\_\_\_\_\_\_\_\_\_\_\_

# **How would you describe your living environment?**

[ ] City [ ] Suburb [ ] Town [ ] Rural

# **How would you describe the community in which you live?**

[ ] Homogeneous [ ] Somewhat integrated [ ] Largely integrated [ ] Diverse

# **How would you describe your political ideology (check all that apply)**

[ ] Liberal [ ] Moderate [ ] Conservative [ ] Democrat [ ] Republican

[ ] Independent [ ] Other \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

# **Is there a difference for you between your race, ethnic background and culture?**

[ ] Yes [ ] No **If so, with which do you most identify?** \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

# **Have you dated, been married to or been in a romantic relationship with someone of a different race?** [ ] Yes [ ] No

# **Would you date, marry or be in a romantic relationship with someone of a different race?** [ ] Yes [ ] No [ ] Don’t know

# **How would you describe your group of friends?**

[ ] All of my race [ ] Mostly of my race [ ] Half are my race [ ] Diverse

# **How would you describe your best friend?**

[ ] Same race [ ] Different race

# **How would you assess the state of race relations in your country?**

# [ ] Excellent [ ] Good [ ] Average [ ] Fair [ ] Poor

# **How often have you openly discussed issues of race with people of the same race?** [ ] Never [ ] Once [ ] Rarely [ ] On occasion [ ] Often [ ] Always

**How often have you openly discussed issues of race with people of a different race?** [ ] Never [ ] Once [ ] Rarely [ ] On occasion [ ] Often [ ] Always

# **AUTHENTIC CONVERSATIONS ABOUT RACE**

# **Creating World Community**

# **One Conversation at a Time**

# **SAMPLE TOPICS/QUESTIONS**

# Below are some sample questions and topics for the conversation. These are not intended to be a road map that you must follow or to limit the flow or direction of the conversation in any manner. None of them has to be asked or discussed, and you may ask questions and discuss topics not listed below. The sample questions and topics are offered only to help facilitate the conversation, give you some ideas and provide guidance as to the depth of the conversation that we hope will be achieved.

# Sample Topics

# Personal experiences positive and negative around race.

# The first time you felt like the other.

# Your biggest fears around race relations.

# What you always wanted to know but were afraid to ask.

# The biggest misconceptions about my race.

# How your family relates to race.

# Actions we can take, on an individual basis, to change/improve race relations.

# Sample Questions

# What race do you consider yourself to be?

# How do you define race?

# What was it like for you growing up \_\_\_\_\_\_\_\_? [race of conversation partner]

# What do you think of the U. S. Census Department Race categories?: *White/Caucasian, Black/African American, Latina/Latino, Asian/Pacific*

#  *Islander, Native American, Multiracial.*

#  What do you want to know that you have been afraid to ask about my race?

# What incidents or comments have affected you regarding race?

# When did you first become aware there was a race problem, if you think there is one?

# How do you feel when you are in a place where most people are of another race?

# Do you feel that your race, culture and ethnic background are the same or different things and why? With which, if any, do you more closely identify?

# Have you ever felt that you have been disadvantaged or advantaged by your race?

# Did I ever say or do anything that offended you on a racial basis, that you thought was prejudiced, insensitive or ignorant or that you thought came from a limited viewpoint?

# What do you think is the biggest problem regarding race relations?

# What do you think is the biggest opportunity regarding race relations?

# What is great about being \_\_\_\_\_\_\_\_\_ [race of conversation partner].

# What is challenging about being \_\_\_\_\_\_\_\_\_\_ [race of conversation partner].

# What is something you never would want someone to say about your racial group?

# What is something you want people to know about your racial group?**AUTHENTIC CONVERSATIONS ABOUT RACE**

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## ***DEBRIEF FORM***

## Your Name: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Name of Conversation Partner \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Conversation Date:

1. Write about your experience of the Conversation About Race (insights, feelings, surprises, concerns, questions, challenges etc).

2. Given your experience, in a sentence or two what would be available for you in your life and in your business if more people had these conversations?

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###### Conversation Commitment/Evaluation Form

Name: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Address: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Telephone: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Email: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

I commit to have at least \_\_\_\_\_\_\_\_ conversations in the Authentic Conversations About Race Project by \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_, 201\_.

Potential Conversation Partners:

1. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ 2. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

3. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ 4. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

5. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Possibility: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

1. Based upon your experience with this conversation, how would you rate the Authentic Conversations About Race project? Circle a number below:

 1 2 3 4 5 6 7 8 9 10

 Poor Fair Good Very Good Excellent

1. Would you recommend the Authentic Conversations About Race Project to others?

 [ ] Yes [ ] No

Why?

1. What suggestions do you have to improve the project?