Following This Dialogue... Where Do We Go From Here?

- Check in and connect with other faculty/staff/learners who attended the session
- Organize conversations in your work area/department/division (seek support from The SoM Office of Diversity & Inclusion (ODI) and Duke’s Office for Institutional Equity (OIE))
- Take the Inclusiveness Self-Assessment and talk to others about it (see last 2 pages of this document)
- Invite guest speakers
- Support/encourage research
- Update lectures where appropriate to analyze and include current information relative to race
- Organize after-work or week-end visits to plays, movies, historical sites, museums, etc.
- SoM Office of Diversity & Inclusion Website (http://medschool.duke.edu/about-us/office-diversity-and-inclusion)
- Office For Institutional Equity Tool Kit (https://web.duke.edu/equity/toolkit/)
- Office for Biomedical Graduate Diversity (http://medschool.duke.edu/phd-programs/diversity)
- Read and share articles, research, videos, etc. with colleagues to enhance learning (see below for some samples...others can be found on ODI and OIE websites noted above)

TED talk “The Danger of a Single Story” by Novelist Adichie Chimamanda  In this 19 minute video, Adichie compellingly shares how our lives and our cultures, are composed of many overlapping stories. Novelist Chimamanda Adichie tells the story of how she found her authentic cultural voice — and warns that if we hear only a single story about another person or country, we risk a critical misunderstanding. http://www.ted.com/talks/chimamanda_adichie_the_danger_of_a_single_story

TED talk “Color Brave or Color Blind” by Mellody Hobson  
The subject of race can be very touchy. As finance executive Mellody Hobson says, it's a “conversational third rail." But, she says, that's exactly why we need to start talking about it. In this engaging, persuasive 14 minute talk, Hobson makes the case that speaking openly about race — and particularly about diversity in hiring — makes for better businesses and a better society. http://www.youtube.com/watch?v=oKtALHe3Y9Q

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Ted talk “How to Talk about Race” by Eric Deggans
Despite having elected a black president, says Eric Deggans, the conversation about race in America is just beginning — but it's vital that we not shy away from it. Deggans, TV/Media Critic for the Tampa Bay Times, also provides freelance commentaries on television for National Public Radio and writes on sports media issues for the National Sports Journalism Center at Indiana University. [https://www.youtube.com/watch?v=UojLHDG_Y4w](https://www.youtube.com/watch?v=UojLHDG_Y4w)

"Everyday Bias: Identifying and Navigating Unconscious Judgments" by Howard Ross
As founder and Chief Learning Officer of Cook Ross Inc., Howard Ross has served for almost 30 years as an influential business consultant to hundreds of organizations across the United States and in dozens of other countries, specializing in leadership, diversity, and organizational transformation. As a recognized thought leader on exploring and addressing Unconscious Bias, Howard discusses his new book, "Everyday Bias: Identifying and Navigating Unconscious Judgments in Our Daily Lives [https://www.youtube.com/watch?t=1853&v=v01SxXui9XQ](https://www.youtube.com/watch?t=1853&v=v01SxXui9XQ)

“Is Racism Over Yet?” By Laci Green
[https://www.youtube.com/watch?v=h_hx30zOi9I&sns=em](https://www.youtube.com/watch?v=h_hx30zOi9I&sns=em)

“Addressing Racism & Other Systems of Structured Inequity” by Camara Phyllis Jones, MD, MPH, PhD
A nationally recognized teacher and researcher in the Social Determinants of Health and Health Equity. Her theoretic framework A Gardener’s Tale [http://www.ncbi.nlm.nih.gov/pmc/articles/PMC1446334/pdf/10936998.pdf](http://www.ncbi.nlm.nih.gov/pmc/articles/PMC1446334/pdf/10936998.pdf) has been used prolifically to teach how racism impacts the health and well-being of the nation.
- Dr Jones’ Keynote session at Duke The School of Nursing’s Health Equity Academy June 9, 2015 [http://mediasite.nursing.duke.edu/Mediasite/Play/94738e43092a4cb3baf4079cd07325731d](http://mediasite.nursing.duke.edu/Mediasite/Play/94738e43092a4cb3baf4079cd07325731d)
- Dr. Jones’s Ted Talk [https://www.youtube.com/watch?v=GNhcY6fTyBM](https://www.youtube.com/watch?v=GNhcY6fTyBM)

Quotes to Ponder...

- **OUR LIVES BEGIN TO END THE DAY WE BECOME SILENT ABOUT THINGS THAT MATTER.**
  - Dr. Martin Luther King Jr.

- **What truly matters in our lives is measured through conversation. Our dialogue with customers, employees, peers and our own hearts is the most powerful source of data about where we stand.**
  -- Peter Block, Stewardship

- **Dialogue is not just talking with one another. More than speaking, it is a special way of listening to one another — listening without resistance...it is listening from a stand of being willing to be influenced.**
  -- Sarita Chawla

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The shortest distance between two people is a story.

Guidelines For This Discussion

- Respect for differing viewpoints and perspectives
- Tell your truth, and invite others to do the same
  - Acknowledge multiple truths
  - Reflection instead of Q&A
- Be Open To Discomfort and Risk
  - Lean in to learn
- Focus on building UNDERSTANDING instead of agreement/consensus
- We’re all members of various identity groups, but it would be helpful if we speak as individuals
- Be CURIOUS....suspend judgement
- We know that people are passionate, but given that this initial gathering is less than 90 minutes, please be brief in your comments
- Be Mindful and Willing To Ask “What does this mean for me/us?”

Closing Reflections...

- Something that’s opened up for me as a result of today’s conversation is ...

- Something or someone that I particularly appreciated today is ...

- What I appreciate about myself today is...

- What I’m feeling hopeful about is...

- What I’m continuing to grapple with is...

- An action I’m committed to take as a next step is...

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Reflection Prompts & Conversation Starters...

- The first time I became aware of race was …
- The question I am most curious about but am uncomfortable about asking is...
- When people talk about privilege, I think...
- When I hear someone say “they threw down the race card” I wonder...
- Something I have done, am doing, or am willing to do to promote racial understanding is...
- With respect to race, something I’m most hopeful about is...
- With respect to race, something I’m continuing to grapple with is...
- With respect to engaging in racial dialogue at Duke, something I’m most proud of is ...
- For me to move beyond rhetoric to action, I need to...

Inclusiveness Self-Assessment

Using the following scale, please identify your level of comfort and confidence in responding to the following statements:

1 = Not at all confident/uncomfortable
2 = Somewhat confident/somewhat comfortable
3 = Confident/comfortable
4 = Very confident and comfortable
1. ___I am able to speak up immediately when others make negative or stereotypical comments toward any student, faculty, or staff member

2. ___When I notice that someone is being ignored or overlooked in a group discussion, I am able to say something to try to engage them

3. ___On a day to day basis, I solicit opinions, ideas and feedback from people who have a wide range of different backgrounds

4. ___I am aware of my own biases and cultural “blindspots”

5. ___I am just as able to easily give honest, timely and frank feedback to colleagues who are different from me as I am to those who are similar to me

6. ___I am aware that different cultures put different emphasis on relationship building. I can readily describe how my cultural approach is similar or different from that of other cultures

7. ___I am able to flex and adapt my communication style to be effective when interacting with people whose culture is different than my own

8. ___I easily engage in conversations about race, ethnicity, culture, religion and sexual orientation

9. ___I actively examine, reflect upon and question my own personal beliefs and biases about other people

10. ___I am just as able to provide full support to people who are different from me as I am to those who are similar to me

11. ___I actively intervene to address comments, jokes or behaviors that are insensitive or discriminatory and impact the goals of an inclusive and respectful work environment
12. ____I intentionally invite and integrate different voices into conversations and interactions and actively listen and seek to understand viewpoints and opinions that are different from mine.

13. ____I consistently demonstrate respect and empathy for others, especially those with whom I may be less comfortable with

14. ____I actively seek out opportunities to learn about different cultures, backgrounds and lifestyles

15. ____I seek opportunities to mentor, coach, and develop students/staff/faculty who are different from me (gender, race, age, ethnicity, sexual orientation, level)

Totals: #1______________________________

#2______________________________

#3______________________________

#4______________________________