



The Courageous Conversations Protocol Development Scale

	Knowledge	Comprehension	Application	Analysis	Synthesis	Interruption
Stay Engaged	I know I must agree to stay engaged	I understand that staying engaged is essential for advancing the conversation and involves full participation of my mind, body, and spirit	I demonstrate engagement by actively listening, inquiring and responding to racialized situations or circumstances	I identify my levels of engagement as well as what triggers my defenses, disconnection, and/or search for detours.	I devise a method for recognizing a pathway through possible detours toward heightened engagement.	I engage at the personal, professional, and organizational levels as a way of addressing and eliminating racism.
Speak Your Truth	I know I must agree to speak my truth.	I understand that speaking my truth is essential for advancing courageous conversations about race and it involves getting to know myself as a racial being	I demonstrate speaking my truth by sharing my racial perspective and asking questions of others about their racial perspective.	I identify my personal truth about my racial experience and deconstruct limiting beliefs I have about speaking authentically about race	I create space for myself and others to speak truth as a way to raise racial consciousness.	I consistently speak my truth as a way of deepening the conversation and addressing and eliminating institutional racism.
Experience Discomfort	I know I must agree to experience discomfort	I understand that experiencing discomfort is essential for advancing courageous conversations about race.	I demonstrate my acceptance of discomfort by my continued participation in courageous conversations about race even though it is difficult	I identify my discomfort and am willing to look closely at it to understand better what my obstacles are in courageous conversations about race	I devise a method for addressing the discomfort that allows me to continue to participate fully in courageous conversations about race.	I seek to experience discomfort in my conversations about race as a way of addressing and eliminating racism.
Expect/Accept Non-closure	I know I must expect and accept non-closure.	I understand that expecting and accepting non-closure is essential for advancing courageous conversations about race and that this involves an ongoing dialogue with ever-changing solutions.	I demonstrate non-closure by participating in ongoing racial discourse where there is no 'quick fix' but rather the solution is revealed in the process of the dialogue itself.	I identify my ways of dealing with racial challenges and my trained desire to find solutions and closure.	I create a method for recognizing a pathway for solutions-thinking to sustaining dialogue on race, recognizing that the more I talk, the more I learn, and the more I learn, the more promising the intervention.	I expect and accept non-closure at the personal, professional, and organizational level as a way of addressing and eliminating racism.