

Courageous Conversations

[A Facilitated Dialogue]

Program Goals:

- Authentically engage in challenging conversations
- Experience and embrace discomfort
- Reflect on experiences based on socially-constructed identities
- Increase likelihood to engage in unstructured conversations
- Consider and appreciate multiple perspectives

Before

69%

Agree diversity &

75%

26%

110 Participants

19 Organizations 85% Response rate

inclusion has
a significant impact
on their role as a
campus leader

Feel comfortable enaging in conversations about

Are very likely to speak up or interrupt noticeable concerns and/or issues related to inclusion

After



93%

44%

What can you do to create positive change?

"Tomorrow, to improve the community, I want to talk to someone about their day. I want members of my chapter to know that someone on their executive board cares about every aspect of their lives. I want just one person to see that they can be their aenuine self when they're with me"

"Have these conversations with people on a personal level"



Be less judging - everyone has their own life struggles & I want to stop assuming that I know their truths"

What was your major "ah ha" moment?

"I was pleased to learn a lot of other people want a change; it gave me a sense of relief"

"Hearing the other people say things I've been thinking for a while but I've been too scared to mention. Now I'm more confident!"

"I didn't know what I didn't know. Now I know what I don't know and am able to take steps toward learning and understanding"

"I realized, even more than I already did, how privileged I am as a person of my social, ethnic, and other backgrounds"

"Privilege is about more than just money

What questions are lingering for you?

"What can I do to help make people feel more included?"

"Am I wearing a mask?"

"How can we make conscious efforts to chanae and reshape behavior?"

