



RAMSEY
COUNTY

Saint Paul –
Ramsey County
Public Health

REAL TALK

CONVERSATIONS ON RACIAL & HEALTH EQUITY

PRIVILEGE SELF ASSESSMENT



Take 5 minutes to do a self-assessment



Learn about ourselves and our own privileges

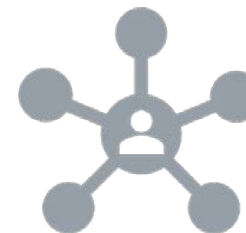
AGENDA



Conversation guidelines



Mini-Real Talk session



Steps for host a Real Talk
in your own workplace

CONVERSATION GUIDELINES

Affirmed	Brave and Supportive Space
First Person	Use “I” statements (avoid speaking for an entire group)
Focus	Avoid the critique of other’s experiences (focus on your own experience)
Listen	Listen with curiosity and the willingness to learn and change
Respect	Resist the urge to interrupt
Challenge	If you tend to share a lot, challenge yourself to listen more
Learn	Suspend judgment. Be open to the wisdom of each person’s story
Be Mindful	Don’t take things personally
Honor Each Person	These conversations are to be confidential, honored and respected



WHAT DO YOU DO FOR
SELF-CARE?



SELF-CARE TECHNIQUES



I. WHAT ARE YOUR INITIAL THOUGHTS,
FEELINGS, REFLECTIONS ON THIS
ACTIVITY?

SELF-REFLECTION

2. HOW DO YOU THINK SOCIETY SEES
YOU VERSUS HOW YOU SEE YOURSELF?

SELF-REFLECTION

3. HOW CAN WE ACKNOWLEDGE OUR
OWN PRIVILEGES AND UPLIFT THOSE
WHO MAY BE MORE MARGINALIZED?

SELF-REFLECTION



“ I’m no longer accepting the things I cannot change... I’m changing the things I cannot accept.”

- Angela Davis

SHARING OUR STORY



STEPS FOR HOSTING A REAL TALK SESSION IN YOUR WORKPLACE

Don't do it alone, find someone who has a different perspective than you (race, ethnicity, background) to co-facilitate

Set ground rules and acknowledge and gain buy-in at every meeting

Have a topic of discussion, video, article, book, etc. to frame the discussion points

Create space for existing events that occurs in the community that staff want to process

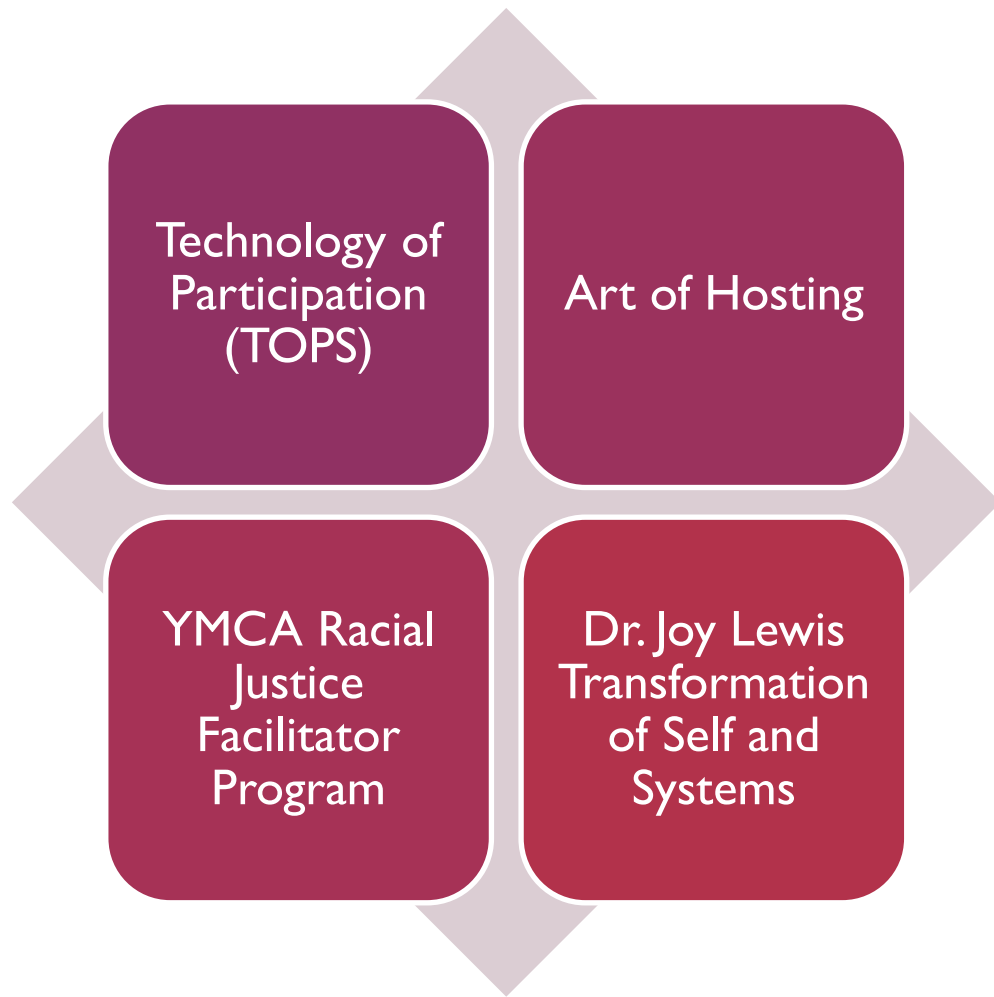
Discussion questions- start easy from subjective initial thoughts, reflections, and move to objective actions

Have a talking stick and don't be afraid to cut people off

Have a set date and time- promotion is key

Work with leadership to advocate for professional development and growth around racial equity

Self-care tips and closing messages for balance



TRAININGS THAT
CAN HELP YOUR
FACILITATION
SKILLS

LESSONS LEARNED



Promotion



Setting a brave space for people to return



Not enough time to dig too deep



Possibly needing affinity groups or broken into POC support groups/white ally groups

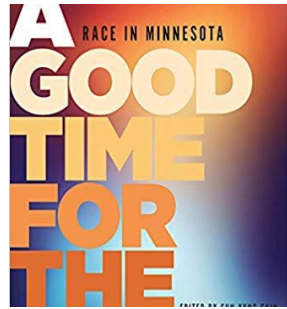


Be conscious of putting the burden on people of color

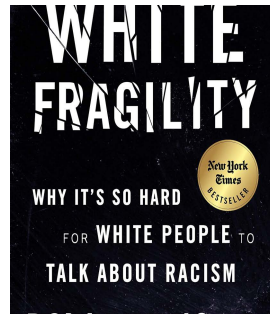


Retention and creating supportive work environments, as well as finding language and fostering environment where people can be their authentic self- and a place of learning

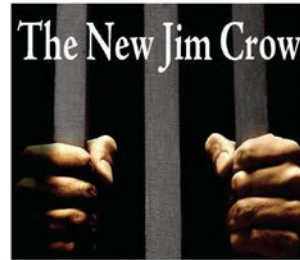
RESOURCES TO START YOUR CONVERSATIONS



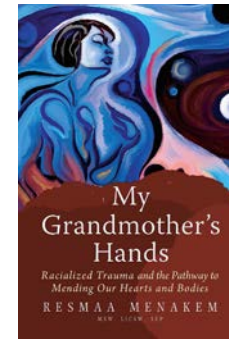
[A Good Time for the Truth: Race in Minnesota by Sun Yung Shin](#)



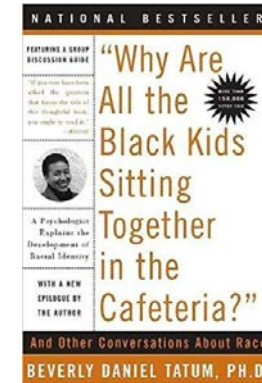
[White Fragility: Why It's So Hard for White People to Talk About Racism by Robin DiAngelo](#)



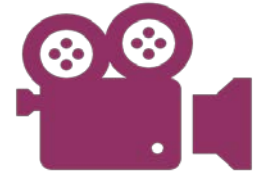
[The New Jim Crow by Michelle Alexander](#)



[My Grandmother's Hands: Racialized Trauma and the Pathway to Mending Our Hearts and Bodies by Resmaa Menakem](#)



["Why Are All the Black Kids Sitting Together in the Cafeteria?" by Beverly Daniel Tatum](#)



[Youtube videos: Allegories on race and racism | Camara Jones | TEDxEmory](#)

QUESTIONS?



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