

Brave Talks

Addressing the impact of racism

A summary of Brave Talks

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Six Session Format

● Building Awareness

Spend time understanding the history of Community Grand Rounds (CGR), Brave Talks and how the mission developed. You will also get to know the Brave Talks, CGR, your team members and the facilitators.

● Connecting to Health

Responding to the CGR materials sent prior to attending the session, build trust and connection between group members, and start to think structurally.

● Foundational History

Understand how racism has been baked into US history and culture, understand how structural and foundational policies are still influencing systems, institutions, and ultimately people of color.

● Structural Lens

Understanding our local structure, applying a structural lens to local policies, systems, and events. Introduce the concept/definition of ally.

● Action

Become my bravest self, broaden definition of what action looks like, begin contemplating actions to take (individually or as a group) to illuminate inequities and/or create more equity.

● Continued Growth

My next steps: share brave stories, discuss continued resources for continued growth, complete personal equity plan and keep working on action items.

Touchstones

1. **Keep it confidential:** Conversations and identities remain private in the BT sessions, but learning is encouraged to be applied and shared outside of the BT sessions.
2. **Be prepared to challenge the thought and not the person:** The aim is to see a shift in cognitive, narrative and behavioral processes. Therefore, we encourage participants to separate the person from the thought. We challenge thoughts and mindsets, not individuals.
3. **Be comfortable in knowing that some things will feel unfinished.** It's okay to feel that something is incomplete in these conversations. This serves as an opportunity for you to explore self-focused learning, build connections within the group and explore the "why".
4. **Be open to unlearning, learning, and teaching:** We all come with years of experience and behaviors. To experience BT fully, we ask that you be open to unlearning old patterns, be open to new thoughts and dive into the inner teacher to teach others in the most teachable manner possible.
5. **Do not question or minimize someone's experience but listen:** Listen intently to what is said, listen to the feelings behind the words, and listen to yourself. Listen to how your body and mind are reacting to the experience being shared. Strive to achieve a balance between listening, reflecting, speaking and acting.
6. **Ask questions, don't assume:** Ask the question to gain clarity and to break (& overcome) your own possible bias.
7. **Think well of each other's intentions:** Conversations about oppression and privilege can be difficult to navigate and sometimes result in dialogue that may feel uncomfortable or even hurtful for participants. But it's important to recognize and value that we each enter this experience with the intention of building a shared understanding, which comes from a space of wanting to learn and change.
8. **When the going gets rough, always turn to curiosity:** Use curiosity to explore why someone may feel the way they do, and what experiences they've gone through to make them feel that way.
9. **Allow for Silence:** Silence is a rare gift in our busy world. After you or another participant has spoken, take time to reflect & fully listen, without immediately filling the space with words.
10. **Find the Hope in the conversation:** Remember, there is always a silver lining.

FAQs About Hosting Brave Talks

- **How do I know if I'm ready to host a Brave Talks?**

Chances are you may not be. It's less about being "ready" and more about being "ready to try."

- **Should I host solo or with a co-host?**

It can be valuable to have a co-host or someone who will help you coordinate the event and pick up threads you are unable to. You could alternate usage of space too.

- **How many people should I invite?**

Because this will take place in your living room, family room, small conference room, or via zoom, you should invite only enough people who can be seated comfortably. Due to the nature of the conversation, groups should not include more than 10 people. People don't often speak their mind in groups that are much larger than this.

- **Should I include Black and white participants? What if I don't have any Black or white friends?**

Invite both Black and white participants. Try to invite people who are willing to listen and engage in dialogue with others.

- **Should I invite coworkers? What is the risk?**

Ask yourself whether any of your coworkers might say something or suggest something that would make it difficult for the participants to work together after the conversation. Try for a group that is comfortable and willing to have thoughtful conversations with each other.