

Courageous Conversations About Race (CCAR)

is protocol that is foundational to our discussions about race at PPL.

This protocol enhances our ability to effectively engage, sustain and deepen interracial dialogue. On page two, please see the three elements of the CCAR protocol: the compass, the agreements, and the conditions. Please look them over and have them available to you.

Courageous Conversations About Race Protocol

THE COMPASS



THE AGREEMENTS

- Stay engaged
- Speak your truth
- Experience discomfort
- Expect and accept non-closure

THE CONDITIONS

1. Focus on what is personal, local and immediate
2. Isolate race
3. Normalize social construction and multiple perspectives
4. Monitor agreements and conditions. Establish parameters
5. Use a "working definition" for race
6. Examine the presence and role of "Whiteness."