

# The Four Agreements

Courageous Conversations Protocol

To participate effectively in interracial dialogue about race, the first step is to commit to honoring and practicing the Four Agreements of Courageous Conversation.

Embracing these agreements will allow educators to engage, sustain, and deepen interracial dialogue.

# 1. Stay Engaged

- ⊗ This means remaining morally, emotionally, intellectually, and relationally involved in the dialogue
- ⊗ To stay engaged is to not let your heart and mind “check out” of the conversation while leaving your body seated at the table
- ⊗ Resist the natural inclination to move away from the conversation by disengaging

## 2. Speak Your Truth

- ⊕ Means being absolutely honest about your thoughts, feelings, and opinions and not just saying what you perceive others want to hear
- ⊕ To not speak our truth often leads to deeper confusion, mistrust, and misunderstanding
- ⊕ Speaking your own personal truth allows you to fully engage and develop your racial consciousness

### 3. Experience Discomfort

- ⊗ Means engaging in tough conversations that may make you feel uncomfortable
- ⊗ Agreeing to experience discomfort allows you to deal with the reality of race and racism in an honest and forthright way
- ⊗ This is how we “build muscle”, increasing our tolerance for discomfort so that we increase our ability to address the challenges associated with racial achievement disparity

## 4. Expect/Accept Non-closure

- ✿ Committing to an ongoing dialogue
- ✿ Rule out any possibility of discovering a “quick fix”
- ✿ There is no technical solution

# Courageous Conversation COMPASS



*Courageous Conversations About Race*, Singleton & Linton, 2005