



# Columinate

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## ***Everyone Welcome?* Study Guide**

Below are some ideas to get you started using *Everyone Welcome?* to stimulate conversations about race. Feel free to mix and match, and make up your own. Please let us know how your conversations go.

### **Getting Started**

Sometimes, people want to have meaningful conversations about race, but don't know where to start. Understanding that talking about race can be challenging and uncomfortable for many, we encourage you to start conversations by requesting that participants listen to each other with curiosity and respect.

### **Groupings**

You can start your conversations in many configurations: pairs (2 people), groups of 3-5, a large group split into sections, or your entire group. Smaller groups increase opportunities for communication and can be more comfortable than sharing in a larger group; larger group sharing can build group cohesion and increase trust within an organization.

### **Questions**

We believe that conversations about race are more likely to produce change when they start from a place of curiosity. Suggest that participants give their certainties a rest for the duration of the exercise, and engage their wondering muscles. Start with questions that help people get to know one another and establish a baseline of consideration and respect. See *Everyone Welcome? Discussion Questions* for some suggested questions, or create your own.

### **Scenarios**

- Work in pairs with a friend or colleague to begin dialogue using the *Everyone Welcome? Discussion Questions* to gain experience talking with and listening to others about your personal racial experiences.
- Assign a question or pick a reading from *Everyone Welcome?* to discuss at a meeting of your organization. This could include board meetings, board retreats, team meetings, and committee meetings – any group that wants to learn more about race and increase their ability to speak effectively together about race.
- Use *Everyone Welcome?* as a study guide with a group of friends.
- Reflect on the *Everyone Welcome?* narratives to explore your own experience of race, and enhance your listening skills when race-based issues come up in your daily life.
- Form a small study group of owners or community members using *Everyone Welcome?* as a study guide.
- Offer a presentation on *Everyone Welcome?* at your food co-op's annual meeting or other gathering. (Jade and Pat are available as speakers)