Sample model for hosting discussions on Racism and Racial Equity
written by First Alaskans Institute for the “Alaska Native Dialogues on Racial Equity” project
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Our approach to hosting conversations is born from our indigenous value of honoring the
perspective and experience of each person as their truth. We believe that racism affects
everyone, and that we all have a responsibility to ensure racial equity for all Alaskans. Our
processes are intended to ensure that “In Every Chair, A Leader” – we invite Alaskans to
consider hosting these critical conversations for our communities.

This is a simplified breakdown of the dialogue process we use to host difficult dialogues.

1. **Self Introductions**
   Ask participants to share their Name, cultural and professional background – this allows all
   participants to get their voice in the room and begin building connections

2. **Agreements** (see Dialogue Agreements document)
   - Ask participants to agree to approach the conversation within the parameters of
     the agreements chosen by the hosts.
   - Empower them to hold one another accountable to the agreements to ensure total
     buy-in and accountability to the process.

3. **Posing the Powerful Question**
   - This question will set the tone for the conversation and invite participants to
     engage meaningfully and begin building connections among one another. It can be
     as simple as, “When did you become aware of racism in your lifetime?”
   - This will take the longest part of the dialogue, and is often the most important.

4. **Identifying Next Steps**
   - Begin asking participants to identify next steps.
   - This can be as simple as posing the question, “Where do we go from here?” or
     “What will I personally commit to doing to advance racial equity for all Alaskans?”

5. **Closing Circle**
   Always close meaningful conversations by reconnecting and sharing. We often ask participants
to share one “aha moment” that they experienced through the course of the conversation.