



## **Sample model for hosting discussions on Racism and Racial Equity**

written by First Alaskans Institute for the “Alaska Native Dialogues on Racial Equity” project  
funded by the W.K. Kellogg Foundation

**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.