Courageous Conversation is utilizing the Four Agreements, Six Conditions and Compass in order to engage, sustain and deepen internal, intra-racial, and inter-racial dialogue about race, and is an essential foundation for examining and addressing institutionalized culture and structures that promote racial disparities.

**THE COMPASS**

**FOUR AGREEMENTS**

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

**SIX CONDITIONS**

- Focus on the personal, local and immediate
- Isolate race
- Normalize social construction and multiple perspectives
- Monitor agreements and conditions; establish parameters
- Use a “working” definition of race
- Examine the presence and role of whiteness