STRATEGIES FOR DEALING WITH RESISTANCE

During Community Agreements

- Explain that discomfort (resistance) can show up in many ways during the training. (Provide examples: tuning out, trying to derail the conversation, not focusing on race/racism, body language)
- Stress that for the next ___ hours we are working with the assumption that systemic racism exists.

When Facing Resistance

- Breathe:
  - Ask yourself: Do I need to answer this now? How does this question and the possible response add value to the conversation? Is this something we can get to at another part of our planned agenda?

- Ask for clarification:
  - “Tell me more…”
  - “What do you hear me saying?”
  - What is the thinking behind the question you are asking?

- Repeat back what is being said:
  - “What I hear you saying is…”

- Ask the entire group:
  - “What do others think?”

- Engage your co-facilitator:
  - Lean into your co-facilitator(s), make eye contact and ask, “What do you think_____?”

- Be honest:
  - Here is how I see it… or… Here is my answer to your question…
  - “I am not sure if I can answer that question at this time. Can we get back to you, maybe during a break?”
• **Stop the conversation and encourage reflection:**
  
  o “I am going to ask you to sit with this question and see if other reflections come up for you throughout our time together.”

• **Use the parking lot:**

  o “That is a great question to further explore, let’s add that to the parking lot and return to it.”

• **Dealing with the question of “reverse racism”:**

  o “Thanks for sharing. How do we think systemic racism is showing up in that situation? Let’s refocus from the interpersonal to the institutional.”
  
  o “What do other folks think?”
  
  o Refer back to the definition of racism