



# ***Being color brave***

*Discussion guide*

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This discussion guide can be used in large and small group meetings and events to generate dialogue and self-awareness on ways to become more color brave.

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# Getting Started

## ***What does it mean to be color brave?***

Being color brave means having candid conversations about race that can help us better understand each other's perspectives and experiences so that we can make better decisions and secure better prospects for future generations.

## ***Think about it***

Learning about others' experiences and perspectives is at the heart of our ability to build authentic relationships. It helps increase our cultural dexterity so we can better work across differences and support each other's success. Acknowledging and discussing race is a first step to developing and sustaining an inclusive culture.

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**“We have to be willing to have proactive conversations about race with honesty and understanding and courage – not because it’s the right thing to do, but because it’s the smart thing to do.”**

*- Melody Hobson, President of Ariel Investments*

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## ***Be self-aware - ask yourself...***

- Who is in my circle and who isn't?
- What are my potential blindspots?
- What can I do to build trust with others who are different from me?
- What can I do to broaden my perspective?

***Be curious.*** Ask others about their experiences. Demonstrate genuine interest in learning about other races and cultures and connecting with people as individuals. Expand your circles to expand your perspective.

***Be bold.*** See things through a different cultural lens by trying something new. Attend a festival or cultural event. Participate in a diversity activity. Small actions can have a big impact. Continually challenge yourself to step outside of your comfort zone.

***Be forgiving.*** We all make mistakes, so assume positive intent. Forgive someone who doesn't "get it right." Help them understand your point of view. Look at difficult conversations as a way to grow and build stronger relationships.



15  
mins.

## *Connection points*

Watch the Color Brave video as a group. Afterwards, take a few minutes to individually reflect on the questions below. Be prepared to share your answers with the group or in trios.

What one or two messages from the video had the most personal resonance for you? Why? Use the space below to write down your thoughts.

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## Self-reflection

Use the questions below to gain clarity on how color brave you currently are. Be honest with your responses. This is for your reference only.

### Be curious

How often do I...	1: Almost always	2	3	4	5: Almost never
• Take note of who's in my network?	1	2	3	4	5
• Work to better understand my potential blindspots?	1	2	3	4	5
• Seek diversity when assembling a team or planning a meeting?	1	2	3	4	5
• Share my own experiences to build a relationship?	1	2	3	4	5
• Ask questions about someone else's experiences?	1	2	3	4	5
• Seek opportunities to learn about other races and cultures?	1	2	3	4	5

### Be bold

How comfortable am I with...	1: Very comfortable	2	3	4	5: Very uncomfortable
• Attending an event that attracts people who are different from me?	1	2	3	4	5
• Networking/socializing with someone from a different cultural background?	1	2	3	4	5
• Intentionally being in the minority at a meeting/event to gain perspective?	1	2	3	4	5
• Encouraging everyone to share his/her perspective during a discussion?	1	2	3	4	5
• Listening to someone's perspective even if it doesn't match my own?	1	2	3	4	5
• Speaking up if I observe a lack of diversity?	1	2	3	4	5

*continued*

### Being color brave



# Self-reflection

## *Be forgiving*

How often do I...	1: <i>Almost always</i>	2	3	4	5: <i>Almost never</i>
• Assume someone has positive intentions?	1	2	3	4	5
• Forgive someone who has made a mistake?	1	2	3	4	5
• Hold my ideas “lightly” to allow me to change my mind?	1	2	3	4	5
• Use mistakes as an opportunity to start a dialogue?	1	2	3	4	5
• Take a chance by opening myself up?	1	2	3	4	5
• Reflect upon times I may have made an assumption based upon someone’s appearance?	1	2	3	4	5

## *Being color brave*



15  
mins.

## *Share your experiences*

Regardless of where you are on the color brave spectrum, there is always room to grow and develop. On your own, take a few moments to answer the questions using the space below. Then, form a trio where you can take turns discussing your responses.

1. Reflect on a recent situation where you've been the "only one" (whether race, gender, nationality, or similar). How did you feel? How did the situation impact your behavior? What did you learn from it?

2. What are the personal and professional benefits of being more color brave?

3. What are the perceived barriers to being more color brave?

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**10**  
mins.

## ***Build your cultural awareness***

It is important to recognize that the groups we identify with influence how we see the world. One way to widen your lens is to tap into resources that can help you build your cultural awareness.

In small groups, identify resources that can help you build your cultural awareness. Use the table below to capture ideas. Be prepared to share your thoughts with the group.

<b><i>External Organizations (community and professional)</i></b>	<b><i>Internal Groups &amp; Events</i></b>
<b><i>Media Outlets</i></b>	<b><i>Personal Connections</i></b>
<b><i>Other</i></b>	





# Take action

Based on your discussions, identify key action items that you will commit to working on as part of your goal of becoming more color brave. Use items from this list or document additional goals in the space below. Share your commitment with your group and others to help you stay accountable.

**Be Curious. I will...**

- Examine my network to see who's in it and who's not
- Work to better understand my potential blindspots
- Ask questions to understand the experiences and background of others
- Participate in diversity events to learn about other races and cultures

**Be Bold. I will...**

- Seek out diversity when assembling a team or assigning an opportunity
- Challenge the status quo if groups are not represented
- Solicit diverse points of view so all voices are heard
- Invite someone from a different background to an event

**Be Forgiving. I will...**

- Assume positive intent when others interact with me
- Forgive someone who has made a mistake
- Put myself in someone else's shoes rather than passing judgment
- Challenge myself to engage in conversations about race to advance my development

**Other actions I will take to become more color brave include:**

**I will stay accountable for my action commitments by:**





## ***To learn more, visit:***

*[www.pwc.com/colorbrave](http://www.pwc.com/colorbrave)*

*<https://pwc-spark.com/groups/diversity-united-states/projects/pwc-talks-be-color-brave>*

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