



CONVERSATION,  
NOT  
CONFRONTATION

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The Wassmuth Center for Human Rights

Alyssa Bell



THE WASSMUTH CENTER FOR HUMAN RIGHTS  
HOME OF THE IDAHO ANNE FRANK MEMORIAL

# Summary of Stages of Racial Identity Development



**PRECONTEMPLATION**  
Build awareness for my need to change

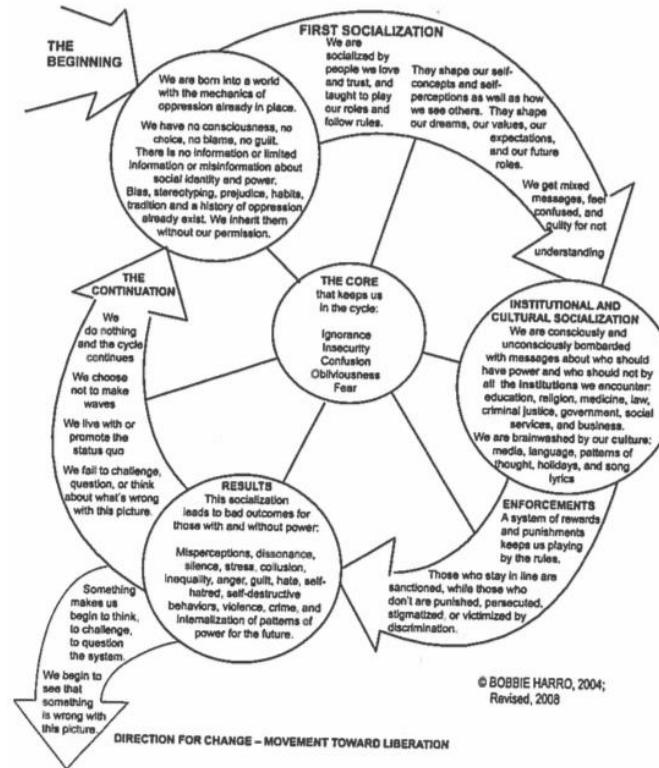
**CONTEMPLATION**  
Increase my pros for change and decrease my cons

**PREPARATION**  
Commit and plan

**ACTION**  
Implement and revise my plan

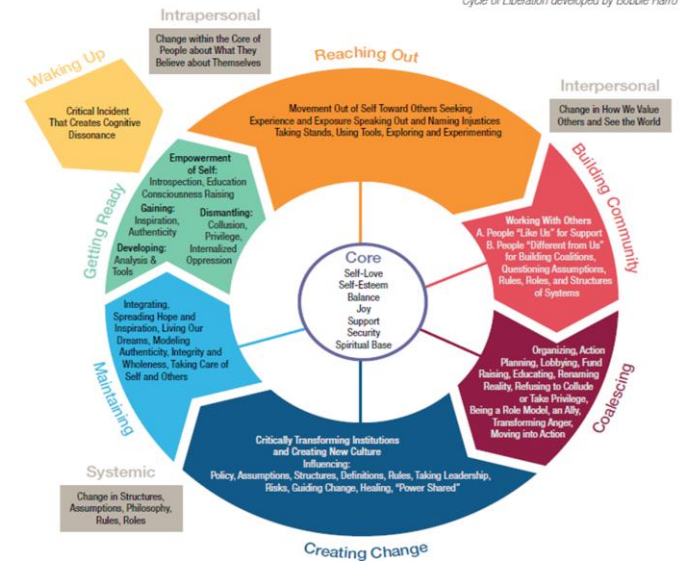
**MAINTENANCE**  
Integrate change into my lifestyle

## CYCLE OF SOCIALIZATION



## CYCLE OF LIBERATION

Cycle of Liberation developed by Bobbie Harro



# The Human Rights Journey

## FROM INTROSPECTION TO INCLUSION



The human rights journey moves from acknowledging conscious and unconscious bias to the cultivation of respect, compassion, equality, and justice for all.

Learning about human rights requires knowledge, reflection, and action. The journey is a process, one that is repeated throughout a lifetime.

Let the Wassmuth Center for Human Rights become a guide.

[WassmuthCenter.org](http://WassmuthCenter.org)

\* The programs and resources illustrated are a sample selection of what is offered by the Wassmuth Center.







“ We have to face the fact that either all of us are going to die together or we are going to learn to live together, and if we are to live together, we have to talk.”

## POLL

How comfortable are you having a conversation with someone who has opposing views and beliefs compared to you?

**A. NOT VERY COMFORTABLE (0-25%)**

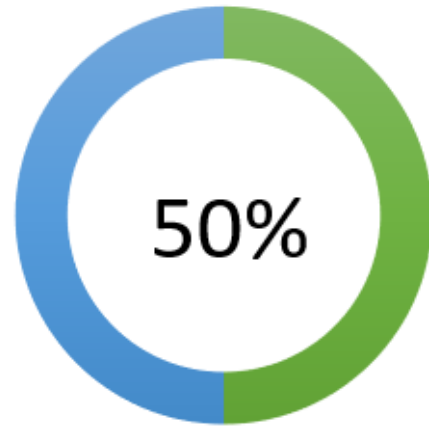
**B. SOMEWHAT COMFORTABLE (26-50%)**

**C. MOSTLY COMFORTABLE (51-75%)**

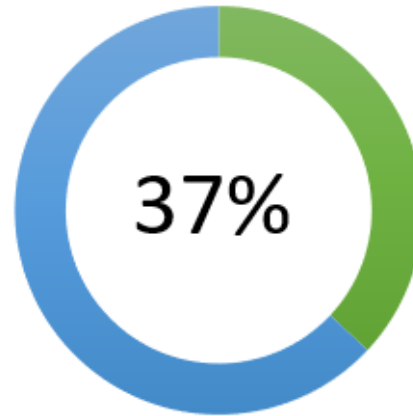
**D. VERY COMFORTABLE (76-100%)**



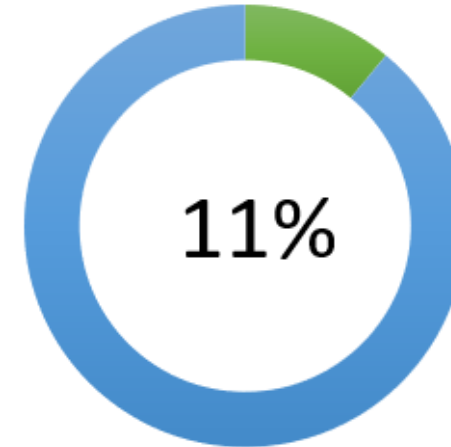
Avoid the other person at all costs This is obviously a hard task if you share a workspace with them.



Dance around the awkward topic whenever they speak to the person in question & Consider quitting their job or taking a different job.



Quit their job.



A peek at some statistics.....

VitalSmarts found that one in four people have been putting off an uncomfortable conversation for at least six months, one in 10 have been doing so for a year and another one in 10 have been staying “mum” on an awkward issue for more than two years.

# Discussion



What else do you all see in your workplaces, relationships, and in your community?



When do your conversations begin to shut down?



What conversations need to happen in your workplace that aren't happening or haven't been brought to attention before?



How can you begin a conversation so that you can introduce the conversations you really need to have?

# Spiral Speaks: Antisemitism



# Spiral Speaks: Racial Injustice





## Introduction

- Conversation, Not Confrontation Pre-test
- Video: Spiral Speaks: Antisemitism
- Discussion
- Coin Analogy
- Definition: Conversation VS Confrontation



## Part One: A Conversational Mindset

- Video: Stop Avoiding Conflict & Start Talking
- What are you saying? - Conversation, Not Confrontation
- A Listening Mindset
- Reflection
- 6 Tips for Entering a Conversation



## Part Two: Facilitating the Conversation

- Video: The Danger of Silence
- Be an Upstander and ACT
- How Can I Facilitate?
- I've heard- I don't agree- what more can I do?
- Reflection



## Part Three: Defusing Confrontational Conversations

- Video: Spiral Speaks: Racial Injustice
- Phrases to Defuse the Conversation
- Phrases to Defuse the Conversation (Continued)
- Reflection



## Conclusion

# Conversations, Not Confrontations

- Duration: 1.5 hours
- Online Format
- Costs: \$10
- Can be taken independently or as a follow-up program to the Human Rights Certification (6-hour program that costs \$35).
  - Why? → The Human Rights Certification Program teaches Diversity, Inclusion, Ethics, Respect, Civility, and Being an Upstander.
  - Learn the values, then be able to discuss them and begin the conversation about implementation.

Scentsy

City of Boise

Boise Police Department

HP Inc.

Blue Cross of Idaho

And for Idaho, each successful certification is a reminder that people of good intent and good will – people like you -- are creating a new reputation for the state as a place where human rights and human dignity are at the heart of daily living.

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## Breakout Session Your Turn: How Will you **TALK?**

What's important or necessary for conversations,  
and in the way we talk to each other?

**Create you own acronym for what it means to  
TALK!**

Q & A  
DISCUSSION





# Thank You!

**Comments, Questions,  
Suggestions?**

**Have ideas for community  
collaboration?**

Contact me. Share your feedback with me and feel  
free to reach out with any questions!

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