

Conversation Starters

Advanced prompts for partners who are continuing the work — not starting it. Use these to move conversations from awareness toward strategy, protection, and shared action.

FOR LEADERS

Who Have Already Started the Work

- “ Where have we made progress, and where are we at risk of retreating?
- “ What have we learned from previous race and equity conversations that can help us lead differently now?
- “ What would it look like to lead this work with the same courage, but greater strategy?

FOR ORGANIZATIONS

Navigating Restricted Language

- “ What language can change without changing our commitment to justice?
- “ What have we stopped saying out loud, and what has that silence cost our communities?
- “ How do we stay honest about inequity when the words we use are being challenged?

FOR COMMUNITIES

Experiencing Fatigue or Mistrust

- “ Who is carrying the emotional labor of this work, and how are we protecting them?
- “ What would help this community trust that this conversation leads to action, not just words?
- “ What support do we need to keep showing up for this work without burning out?

FOR CROSS-SECTOR PARTNERS

Trying to Stay Unified

- “ What would it look like to move together even when our organizations face different risks?
- “ Where can we share strategy, resources, or political cover with one another?
- “ How do we hold a shared commitment to equity even when our individual paths look different?