

**Wisconsin State Public Defender  
Racial Bias Discussion Circles  
Goals/Guidelines**

**GOALS**

- Understand the world experience of others.
- Open the door to establishing and maintaining connections with others.
- Increase your comfort level talking about race and racial bias with people that are different from you.
- Replace stereotypes with real people.

**GUIDELINES**

- What you share within the context of the conversation is confidential, honored and respected. What is learned here leaves here; what is shared here, stays here.
- Use “I” statements. No one speaks for another or for an entire group of people.
- Avoid critiquing others experiences; focus on your own experiences.
- Be honest and willing to share. Be brief.
- Listen with curiosity and the willingness to learn and change. Resist the desire to interrupt.
- Try not to take comments personally. Ask for clarification. Assume positive intent.
- Suspend judgment. Be open to the kernel of wisdom in each person’s story.

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