

**CONTEXT, PROCESS,
AND RELATE
(CPR)**



GET IN TOUCH

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BE A LEADER!

**HOST DIFFICULT
CONVERSATIONS
FOR
INCLUSION**

Practice CPR

**For
Leaders
Trainers
Facilitators
Managers
People in
Relationships**

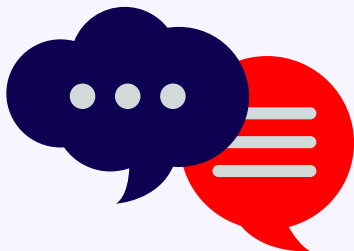
What Is A Difficult Conversation?

Forms of difficult conversation can center around:

- Race
- Gender/Sex
- Money
- Religion
- Politics
- Different viewpoints

Conversations that feel risky can make us uncomfortable or confused, create tension, anger, silence, or be silenced.

Conversations are sites of action where people feel seen/heard. How we lean into difficult conversations is an action that can constrict or open up the space for inclusion.



Creating Conditions to Discuss What Matters

Create a supportive context:

- Non-judgment
- Allow the other person to speak fully
- Connect with your breath to lean into the discomfort
- Reflect from your embodied felt sense

Seek to understand other's views:

- Ask questions
- Be curious
- Imagine or walk in their shoes

Context matters:

- History of the issue
- History with the other person
- Our intergroup relationships
- Time to discuss
- Watch out for the seduction of a single story!

CPR Guide for Host's Focus

FOCUS ON CONTEXT

- How the conversation relates to the subject on hand or content?
- How are we opening up the dialogue and inviting critical engagement?
- How might one be promoting institutional (in)equities?

FOCUS ON PROCESS

- Seek understanding from the speaker's perspective.
- Inquiry mindset.
- Attend to the person's context and how it intersects with your positionality.

FOCUS ON RELATING

- Who else is in the room?
- What is being created?
- What is not being spoken?