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## *Inside Out. Emotionally Intelligent Conversations About Race*

### **Overview:**

This session with Gwynn Cadwallader, Assistant Director of Training & Organizational Development, explores the benefits of Emotional Intelligence and the power self-awareness and self-regulation can have when engaging in conversations around race. She unpacks the R.U.L.E.R. model to explore how our emotions shape our experiences. She discusses strategies for regulating these emotions and practicing the art of an emotionally aware conversation. The session includes a guided method for such conversations.

### **Discussion Questions:**

1. Why are emotions important in conversations about race?
2. How can you use R.U.L.E.R. to build self-awareness and regulation with your emotions when engaging in conversations about race?
3. Choose a Scenario to practice using R.U.L.E.R.:
  - A co-worker suggests you wear your hair differently if you want to be considered for a promotion.
  - Your ideas in a team meeting are ignored as the leader fails to recognize your contributions.
  - In a hiring committee, a team member expresses that the black candidate doesn't seem like they would fit well with the rest of the team.
  - Answer these questions:
    - How would you recognize the emotion you are experiencing? What is happening in your body and mind?
    - What caused you to feel this way?
    - How would you label the emotion? Where is it on the spectrum? Is it annoyed, irritated, angry, rage, or is it really disappointment?
    - How would someone else observe what you are feeling? How are you expressing the emotion with your body, expression?
    - What are the strategies that you could use to regulate this emotion?
4. Which of the strategies discussed (breathe, grounding, like me, perspective taking, get curious, stories we tell) will you be able to use in order to help regulate your emotions when engaging in conversations about race? Why did you choose this particular strategy?

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### **Facilitator Notes:**

1. View the webinar or listen to the podcast.
2. Answer the discussion questions above as an individual or team.
3. Explore Additional Resources and discuss highlights or assign to team members to review.

### **Additional Resources:**

The Circumplex Model Affect Journal Article from the National Institutes of Health: [The circumplex model of affect: An integrative approach to affective neuroscience, cognitive development, and psychopathology](#)

RULER website with videos and information: <https://www.rulerapproach.org/>

Yoga International website with information about using breath:  
<https://yogainternational.com/article/view/how-to-use-your-breath-as-an-emotion-barometer>