



RIR Protocol

Recognize It:

The objective is to get participants to question how they think, feel and believe about the statements. Three standard questions should be considered to prompt the conversation. Answering any one of these will get the conversation started.

1. What do I think about when I hear this statement?
2. How do I feel when I hear it?
3. What is my initial belief about the statement?

Interrupt It:

The objective is to practice using a series of targeted questions to dig deeper about the thought/feeling/belief and counter the statement thoughtfully to “interrupt” the dialogue in a compassionate manner.

Sample “Interruptions” might include: Tell me more....; share a personal story that offers a different perspective; or share how the statement made you feel when you heard it.

Repair It:

The objective is to come up with actionable steps that people can do to repair and broaden their awareness and understanding as related to the statement. Listed are three things individuals can do to “Repair It.”

Observe: What situation can you seek out and/or view that can help deepen your understanding of the situation?

Engage: What situation can you seek and/or what dialogue with specific people/professions/races etc. can you have to understand the varying perspective?

Read: What specific authors, books or categories of information can you research to expand your knowledge?