

..lean into it. I am talking about racial discomfort. I have certainly felt my share of it, through the course of my work, and I recommend racial discomfort to you. Lean into it. That is, doing exactly the opposite of your first instinct, which is to retreat as fast as possible, and is also perfectly logical. None of us wants to feel uncomfortable. But there is no way we can have a fruitful and candid conversation about race in an interracial setting and always feel comfortable. But it won't kill you to feel a little uncomfortable. Just go ahead, lean into it, and listen. Listen to other people, of course, but listen to your discomfort. It will teach you a lot. You'll be okay. And we'll all get better at this.

From Tim Tyson's address at the Granville County's Human Relations Commission Annual Banquet, September 2004