


**2025 TIP Winner**  
***THE PLURALISM WORKBOOK:***  
**BUILDING THE SKILLS TO**  
**TALK ACROSS DIFFERENCE ON**  
**HARD TOPICS**



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# Motivation for the Project I

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# Motivation for the Project II

Anyone can learn these skills. And now more than ever, our students need them:

1. It's *not* about learning to say the right things  
(...and keeping your real thoughts to yourself)
2. It *is* about learning to recognize and manage your own reactions  
(...so you can truly hear and intentionally respond to what others are saying)
3. It *is* about developing audience-centered communications  
(...identifying what others care about and strategizing your message)

# What is the project?

*The Pluralism Workbook* is a guided journal that takes students through each step in a conversation, from the initial step of working up the motivation and courage to have honest conversations with people who think differently than they do to how one decides what to say when a conversation gets hot.

By cutting the communication process down into tiny manageable mini-steps, the Pluralism Workbook allows students to learn this new skill over the course of a semester in an approachable way that keeps them from getting overwhelmed.

By having students fill in their own solutions to common communication pitfalls and hotspots, they take ownership of the process and develop lasting techniques that more naturally integrate into their ongoing communications.

# Outcomes

My favorite outcomes was unexpected: faculty climate.

Instrumentalizing pluralistic and productive conversations has allowed my most demographically diverse classes to talk about the hottest topics in a way that is authentic, bonding, and allows everyone to say what they really think. Even if they don't want to when they enroll in the class...

E.g. Biblical Masculinities:

- \*A small seminar that is diverse across all demographic markers
- \*Many STEM and business students taking a distribution requirement
- \*Spicy topics with no clear right answer on religion, gender, and sexuality.