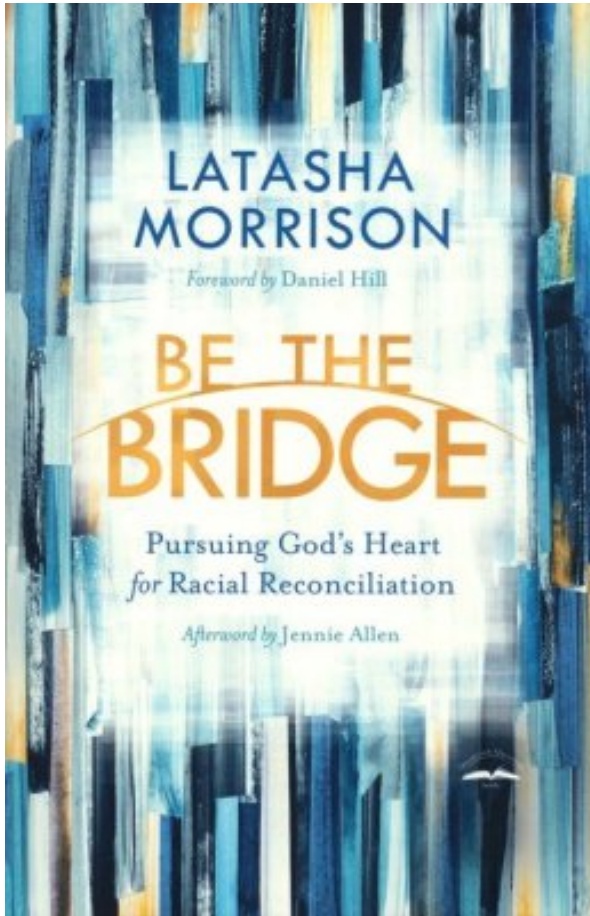


Group Leader Training for Be the Bridge

With Cynthia Silva Parker
Pastors Richard Rhodes and Tim Ghali



Groups



GC Leader Training for Groups Reading & Discussing *Be the Bridge* by Latasha Morrison



Groups

1. Have a “Game plan”

- The more complicated and sensitive the topic, the more you need a plan.
- Without a plan, focus for discussion can be lost or compromised, dominant personalities can take over, new agendas emerge.
- With a Game plan, you give context, “house-rules” to abide by, and most importantly, you cast a vision for the conversation you want to have as a group.



Groups

2. Have 1 Key Takeaway per Gathering

- Groups are not academic settings, so make the time focused on one primary point of realization, and not a comprehensive summary or catch-all of the assigned reading material.

This can take on different forms. Perhaps there is one singular point to make.

Perhaps there is one passage of Scripture to examine what the Lord may be saying to you. Perhaps there is a one set of applications to choose from.

- For Be the Bridge groups, it is wise to select a small number of reading excerpts to read together on the Zoom call.



Groups

3. Critical: Point discussion towards “what I am learning” versus “what you think.”

- This is very important in complicated and sensitive topics because when everything is connected, it tends to move towards political summarizations that can often be loaded talking points, which often have the tendency to spiral towards other politically-charged talking points.
- Instead, ask questions about what was just read, what you may have learned, and what might you apply from what you have learned.



Groups

Why Did We Choose this Book? (Pastor Richard Rhodes)



Groups

Suggested Discussion Schedule

Week 1 - Chapter 1: How We Begin & Chapter 2: History Keeps Account

Week 2 - Chapter 3: An Invitation to Empathize & Chapter 4: Removing Roadblocks to Reconciliation

Week 3 - Chapter 5: Where Healing Begins & Chapter 6: The Healing Balm

Week 4 - Chapter 7: Facing the Oppressed, Facing God

Week 5 - Chapter 8: Righting the Wrong & Chapter 9: Relationships Restored

Week 6 - Chapter 10: Building More Bridges



Groups

Difficult Meeting Behaviors



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Groups

Preventions – Setting up for Success

- Build agreement on what we're doing and how we'll work together
- Build agreement on norms or group guidelines
- Clarify the process



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Groups

Norms or Community Agreements

Practices

- Listen deeply
- Make “I” statements
- Take space/Make space
- Keep it here/Anonymity
- Use “oops” and “ouch”
- Enable empathy and compassion
- Recognize & take responsibility for gaps between impact and intention
- Be present



Mindsets

- Be willing to be uncomfortable
- We don't have to agree
- Expect and accept a lack of closure
- Recognize the partial nature of our truth



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Groups

Interventions – Keeping Meetings on Track

Process Interventions

- Make process commercials
- Boomerang
- Ask/say what's going on
- Reinforce process agreements
- Accept/legitimize/deal with or defer
- Ask open-ended questions

Content Interventions

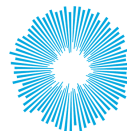
- Working definitions
- Facts or data (with caveats)
- Personal experience and observations/testimonials
- Storytelling

Let's Practice!

Excerpt from ...

FACILITATOR'S GUIDE

for continuous improvement conversations with a Racial Equity Lens

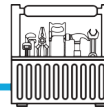


LIVING CITIES
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FACILITATION WITH A RACIAL EQUITY LENS

In this section:

- Things to keep in mind
- Prevention and Intervention tactics



TOOLKIT

- Heart, Head and Hand framework
- AORTA (Anti Oppression Resource & Training Alliance)

The most important part of the “discuss the data” stage is the discussion, not the data. The facilitator’s role is to help your partnership come to an agreement about what the data is saying and any breakdowns in data accessibility. The facilitator should understand how to shape a conversation about data so that all those in attendance understand what they are looking at and why that matters, as well as feel empowered to make their own conclusions.

This blog post by Juan Sebastian Arias, talks through Head, Hand, Heart Framework as one way to facilitate productive conversations on racial equity that can lead to effective action.

It is also important to ensure that a racial equity lens is embedded in all of your conversations, including when you are facilitating continuous improvement conversations. As the facilitator, we suggest that you familiarize yourself with racial equity concepts and think about how those things might show up in a meeting you’re facilitating.

Some things to keep in mind:



- Before a meeting does everyone in the team have the same information?
- In meetings, who is talking the most? Does everyone have a chance to speak?
- Does your team have a preference of certain type of data/evidence? Are you privileging a certain kind of data over another? Why?
- Are you using clear, accessible language? Are you using language that people would use themselves?
- Is there a regular space for feedback?
- Are you using racial equity assessment tool for our decision making?
- Is your data disaggregated?

Our meetings and conversations don’t happen in a vacuum, and we cannot ignore how oppression in the world can be inadvertently replicated in our meetings. As a facilitator, having an understanding on how these might show up in your meetings will be helpful in ensuring that you can get everyone’s perspective.

There might be times when you have to intervene when someone in a meeting says things that are hurtful to others. Remember that while it might not be someone's intention to hurt, the impact still matters. It's always a good idea to prepare for this in advance so that you can let set appropriate context and ground rules. This is especially true in conversations about root causes as biases are likely to surface.

Here are some tactics we have adapted from Interaction Institute for Social Change you can use.

INTERVENTION TACTICS

Process Intervention: intervene by bringing group back to the process that was agreed upon

MAKE PROCESS COMMERCIALS

We will discuss that in this section of the agenda/ next meeting/ after our site visit....

BOOMERANG

Return a question to the person who asked it or to the team.

ASK/SAY "WHAT'S GOING ON?"

Name something that isn't working; get it out in the open so the group can deal with it.

REINFORCE PROCESS AGREEMENTS

Remind the team of a previous agreement.

ACCEPT/LEGITIMIZE/DEAL WITH OR DEFER

"I hear you..." "Thank you for saying that..."

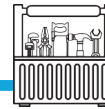


Three tactics to ground your meeting:

- Get agreement on what we are going to do together and how
- Community agreements
- Clarify process

Questions to ground your intervention:

Where are we? Where are folks in the room and where am I? What is happening?
Where do we want to go?
How do we get there?



TOOLKIT

- Interrupting Microaggressions
- A Guide to Calling In
- Did you really just say that? How to confront microaggressions, whether you're a target, bystander or perpetrator
- Love while challenging racist behaviors
- Affirm, Counter, Transform

Content intervention: intervene by bringing in your knowledge on systemic, institutional and individual racism

USE WORKING DEFINITIONS

"These are the working definitions we will be working with. We will not spend time today to talk about the definitions...."

USE FACTS OR DATA

"Actually, the data says..."

BRING UP PERSONAL EXPERIENCE AND OBSERVATIONS

"In my experience...."
"I have seen this in my community...."

STORYTELLING

Use stories to counter problematic statements or narratives

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All Hands Raised

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Groups



Groups