



# Coming Together for Racial Understanding: Training Guide

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DAY #4

Authors

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## DAY #4:

### OVERVIEW

#### **OBJECTIVES – During this session, participants will:**

- Explore Facing Racism in a Diverse Nation (Everyday Democracy) (Approach 1)
- Practice civil dialogue facilitation skills
- Explore the Community Dialogues for Racial Healing process (Approach 2)
- Compare/contrast the two approaches

#### **SETTING:**

- Warm-up is a morning buzz in which participants are asked to move around the room and talk to as many people as possible.
- Following warm-up, follow protocol for Everyday Democracy's Facing Racism in a Diverse Nation
- Dialogue to Action: Challenges and successes – large group facilitated discussion
- Afternoon: follow protocol for Community Dialogues for Racial Healing
- Debrief two models: Large group facilitated discussion

#### **MATERIALS:**

- Name tents
- Newsprint and markers (various colors)
- Sticky dots
- PowerPoint slides
- Facing Racism in a Diverse Nation (Everyday Democracy)
- Community Dialogues for Racial Healing (Smith)
- Daily Reflections Sheet

#### **PRIOR PREPARATION:**

- See Facing Racism in a Diverse Nation protocol
- See Community Dialogue for Racial Healing protocol

**SLIDE 1: OPENING SLIDE**

**INSTRUCTIONS**

Have this slide up as participants enter the room



TIME: OPENING SLIDE, NO DISCUSSION

SUPPLIES: NONE

HANDOUTS: NONE

## SLIDE 2: WARM-UP/CHECK-IN

### INSTRUCTIONS

#### Common Ground

Break the group into pairs. Give them 1-2 minutes to find something they have in common that is not obvious or that they did not already know about each other (i.e., not things like both have black hair, both from the South, both work in Extension). Sample a few results.

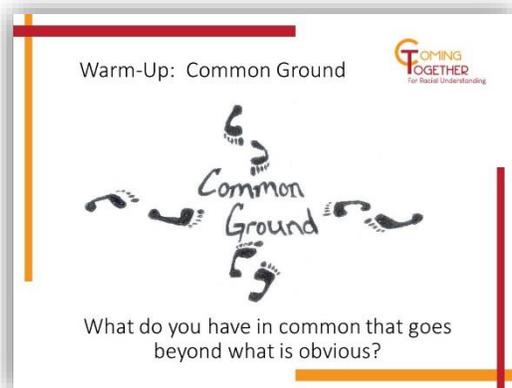
Have the pairs join up with another pair and find something among the four of them that they share that is different from what the pairs identified. Allow 2-4 minutes. Sample a few results.

If time, fold the groups of 4 into groups of 8 and repeat, allowing 2-4 minutes. Sample a few results.

**To do the activity in a shorter timeframe,** place people in small groups to begin and have a competition to see who can come up with the most creative answer in the allotted time.

Debrief:

- What did you have to do to get beyond the obvious to find the similarities?
- How did your process change as the group grew?
- How does this compare to finding common understanding in difficult conversations?



TIME: 30 MINUTES

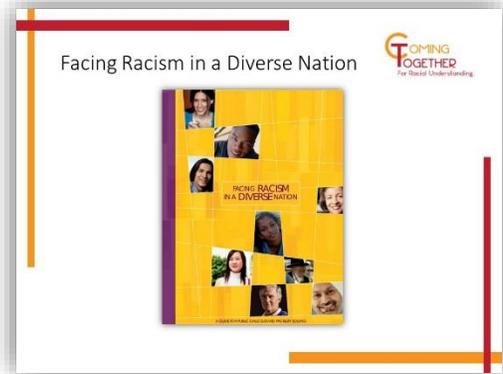
SUPPLIES: NONE

HANDOUTS: NONE

## SLIDE 3: FACING RACISM IN A DIVERSE NATION

### INSTRUCTIONS

This slide serves as a bookmark to move to the slide deck for the Everyday Democracy Facing Racism in a Diverse Nation approach



TIME: 1 MINUTE

SUPPLIES: NONE

HANDOUTS: NONE

## SLIDE 4: DIALOGUE TO ACTION

### INSTRUCTIONS

Facilitated Discussion, whole group together

Primary facilitator, plus co-facilitator/note taker with flip chart. Facilitators introduce discussion questions, draw out a diversity of experiences and opinions, record key points, at end consider 3 minute highlight of key points if appropriate. Refer participants to elements of Competency VI (A-E; see Box and Facing Racism, Session 6).

Possible opening/redirecting question prompts:

- Have you been involved in or facilitated any group dialogue processes involving diversity issues that DID result in later or ongoing action?
- If so, what kind of action (brief examples)? Was eventual action a goal right from the start, or did it emerge? What did the organizers/facilitators do to support and or facilitate group action during the dialogue? How about during the action phase? Who participated in action? Who did not?
- How about group dialogue processes involving diversity issues that DID NOT result in later or ongoing action, at least to the hoped for extent?
- Was eventual action an initial goal? Could and/or should the facilitators have done more to support further action?
- In community dialogues about race and similar topics, how do you think about key “change” goals? Individual insights & learning? Interpersonal relationship building? Organized follow up activities? Institutionalization of programs in the community? Other? How do your goals as an Extension facilitator/educator relate to those of the group? What kind of action outcomes, if any, are most important for your State Extension team doing this kind of work?



TIME: 30 MINUTES

SUPPLIES: FLIP CHART, MARKERS

HANDOUTS: NONE, BUT SEE SESSION 6, *MOVING TO ACTION*, PP. 33-37 IN *FACING RACISM IN A DIVERSE NATION*

Competency VI. In some instances, dialogue that results in common and shared understanding may be an end goal by itself. However, often dialogue on challenging issues will lead toward collective community action to address or respond to an issue. During this time, maintaining the open, connected, and exploratory atmosphere created during the dialogue phase is vital to community progress and trust-building.

- Guide the group through the process of identifying community assets that may support efforts moving forward.
- Help the group set and work toward reasonable goals.
- Guide groups in developing and implementing action plans.
- Encourage community members to embrace leadership opportunities to take action and support their work.
- Track, report, and celebrate progress.

## SLIDE 5: COMMUNITY DIALOGUE FOR RACIAL HEALING

### INSTRUCTIONS

This slide serves as a bookmark to transition to the Community Dialogue for Racial Healing approach



TIME: 1 MINUTE

SUPPLIES: NONE

HANDOUTS: NONE

## SLIDE 6: DEBRIEF TWO APPROACHES

### INSTRUCTIONS:

Divide the group into three equal groups with one state team member in each group (each group has one person from each state). Have half form a wide circle facing out but ask state colleagues to spread out around the circle (not standing right next to each other). Ask the remaining half to form a circle outside the first circle facing someone in the first circle (forming pairs), again with state colleagues spreading out. NOTE: If there isn't enough room for circles, three sets of lines can work (see below).



Tell them we are going to “speed date” a debrief process in three rounds. Each pair will have one minute to both share their answers to a question, then when they hear the (tone/bell), the outside circle moves clockwise to the next person and shares an idea on the same question. The process will continue so that each person shares 5 times on each question set as time allows.

TIME: 30 MINUTES

SUPPLIES: A BELL OR TONE TO INDICATE TIME

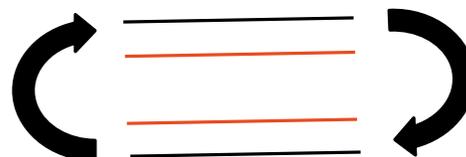
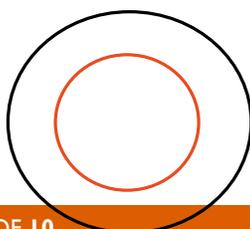
HANDOUTS: NONE

Questions to guide the debrief process (choose the number of questions based on time):

- What is one thing you like about the Facing Racism in a Diverse Nation process?
- What is one thing you like about the Community Dialogues for Racial Healing process?
- What is one potential concern or challenge that might exist in using the Facing Racism in a Diverse Nation process?
- What is one potential concern or challenge that might exist in using the Community Dialogues for Racial Healing process?
- What is one question you still have about the Facing Racism in a Diverse Nation process?
- What is one question you still have about the Community Dialogues for Racial Healing process?

Closure:

- Ask for a few volunteers to share a theme they heard: What was a common theme you heard throughout this process?
- We will be spending the next block of time considering these thoughts. Thank your last partner for sharing and carry these ideas with you as we move forward.



**SLIDE: CLOSURE****INSTRUCTIONS****LECTURETTE:*****It might sound something like this...***

Each of us has come to this experience on race awareness with some level of experience and we hope that we have built on that today. We engaged in and experienced many needed dialogues as we learned together. We believe the skill of creating effective closure helps encourage progress and mutual support along the pathway to a more inclusive community. Learning to give each other feedback in the form of appreciations, regrets and learnings and re-learnings is an extremely important skill.



TIME: 10 MINUTES

SUPPLIES: NONE

HANDOUTS: DAILY REFLECTIONS SHEET

To practice this skill, we would ask for volunteers to:

- Share an appreciation you have for a particular person, to the group and/or regarding a particular experience
- Share with the group any insights related to the process and/or content of the workshop
- Share with the group a particular learning you have had related to the workshop
- Share with the group any re-learning you have had related to the workshop
- Share anything else that you need to express in order to take care of any unfinished business for today so that you can start fresh in the morning

**Note to facilitator:**

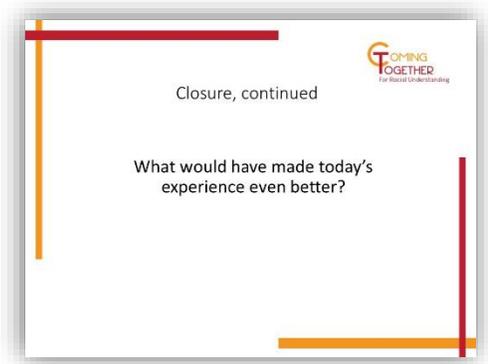
***Model giving an appreciation. Invite participants to share any of the above with the large group. Do not ask for appreciations, then insights and so on. When sharing is completed, remind participants of starting time and that they will be returning to small groups in the morning.***

**SLIDE: CLOSURE CONTINUED**

**INSTRUCTIONS**

Finish the closure by asking the question on this slide.  
Have recorders note responses.

What would have made today's experience even better?



TIME: 5 MINUTES

SUPPLIES: NONE

HANDOUTS: DAILY REFLECTIONS SHEET

## REFERENCES

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- Everyday Democracy (2008). Facing Racism in a Diverse Nation. The Paul J. Aicher Foundation. Retrieval from: [https://www.everyday-democracy.org/sites/default/files/attachments/Facing-Racism-in-a-Diverse-Nation\\_Everyday-Democracy.pdf](https://www.everyday-democracy.org/sites/default/files/attachments/Facing-Racism-in-a-Diverse-Nation_Everyday-Democracy.pdf)
- Everyday Democracy (2008). A Guide for Training Public Dialogue Facilitators. The Paul J. Aicher Foundation. Retrieval from: [https://www.everyday-democracy.org/sites/default/files/attachments/Guide-Training-Public-Dialogue-Facilitators\\_Everyday-Democracy.pdf](https://www.everyday-democracy.org/sites/default/files/attachments/Guide-Training-Public-Dialogue-Facilitators_Everyday-Democracy.pdf)
- Everyday Democracy (2001). Organizing Community-wide Dialogue for Action and Change: A Step-by-step guide. Topsfield Foundation, Inc. Retrieval from: [https://www.everyday-democracy.org/sites/default/files/attachments/Organizing-Community-Dialogue-Action-Change\\_Everyday-Democracy.pdf](https://www.everyday-democracy.org/sites/default/files/attachments/Organizing-Community-Dialogue-Action-Change_Everyday-Democracy.pdf)
- Smith, M. Cade., Davenport, Le’Roy, Smith, Rebecca (2018). Community Dialogues for Racial Healing. Southern Rural Development Center.