



Coming Together for Racial Understanding: Training Guide

DAY #5

Authors

CAROLYNE ABDULLAH, MARY EMERY, DAVID KAY, DIONARDO PIZAÑA, MICHAEL STOUT, RACHEL WELBORN, GWEN WHITING

DAY #5:

OVERVIEW

OBJECTIVES – During this session, participants will:

- Explore aspects of initial planning stages for piloting efforts at home
- Consider readiness factors impacting initiation of pilot efforts
- Develop a draft Plan of Action

SETTING:

- Warm up is conducted in concentric circles
- Planning background discussion is conducted with large group
- State teams work within their team to develop initial Plan of Action. Each state is linked with one or two other states to provide feedback.

MATERIALS:

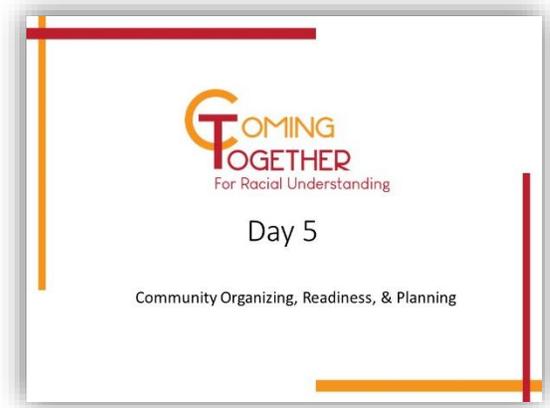
- Name tents
- Newsprint and markers (various colors)
- PowerPoint Slides
- Planning Considerations for Extension Training and Community Planning (printed front/back)
- Data Snapshot
- Data Informed Planning (printed front/back)
- Are We Ready handouts (Extension and Community versions)
- Plan of Action template
- Final evaluation

PRIOR PREPARATION: None

SLIDE 1: OPENING SLIDE

INSTRUCTIONS

Have this slide up when participants arrive.



TIME: OPENING SLIDE, NO DISCUSSION

SUPPLIES: NONE

HANDOUTS: NONE

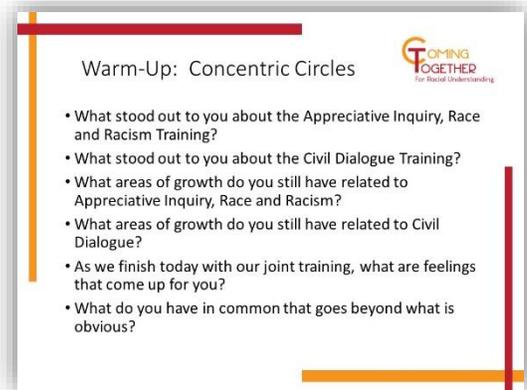
SLIDE 2: WARM-UP/CHECK-IN

INSTRUCTIONS

Set up participants in concentric circles and provide the following prompts for one-on-one conversations.

Concentric Circle Exercise

- What stood out to you about the Appreciative Inquiry, Race and Racism Training?
- What stood out to you about the Civil Dialogue Training?
- What areas of growth do you still have related to Appreciative Inquiry, Race and Racism?
- What areas of growth do you still have related to Civil Dialogue?
- As we finish today with our joint training, what are feelings that come up for you?
- Full Group Debrief



TIME: 30 MINUTES

SUPPLIES: NONE

HANDOUTS: NONE

SLIDE 3: PRACTICAL APPLICATION AND PLANNING

INSTRUCTIONS

In state teams, take 5 minutes to list all the things you know about working in Extension in your state that you will need to address in your planning process. Turn over the worksheet and take a second 5 minutes to list the considerations you will need to take into account in planning with a community to engage in a civic dialogue project.

Join with another state, share your lists, and identify three differences that we will need to address in planning to share with the larger group. (10 minutes).

Facilitator takes one idea from each group until the key ideas are all out. Provide an opportunity for participants to raise questions or concerns (10 minutes).



TIME: 30 MINUTES

SUPPLIES: A BELL OR TONE TO INDICATE TIME

HANDOUTS: PLANNING CONSIDERATIONS FOR EXTENSION TRAINING AND COMMUNITY PLANNING (PRINTED FRONT/BACK)

SLIDE 4: DATA INFORMED COMMUNITY PLANNING

INSTRUCTIONS

Data Needs: What, When and Why?

Good planning requires us to search for and analyze data that can help us develop a situational analyze. Access to data for Extension will be different from what we can acquire to better understand community dynamics.

At your table review the worksheet questions related to Extension. What questions need to be added to the list? Discuss strategies to access data and possibilities of collecting data (10 minutes).

Turn to the other side of the worksheet. Data on communities is accessible through the Census and can help the community better understand the local dynamics and their influence on community attitudes and understanding. What questions need to be added to the list? Discuss strategies to engage community members in accessing data and possibilities of collecting new data (10 minutes).

Whole group discussion (10 minutes) on strategies to find data in Extension and when working with communities. What additional data sources have people found useful? What data collections efforts might be useful?

What kinds of data are needed? When do you need data? Why is it important?

Use sample datasheet



TIME: 30 MINUTES

SUPPLIES: A BELL OR TONE TO INDICATE TIME

- HANDOUTS:
- DATA SNAPSHOT
 - DATA INFORMED PLANNING (PRINTED FRONT/BACK)

SLIDE 5: ARE WE READY?

INSTRUCTIONS

Readiness tools have been used to assist the planning team in thinking through how ready a community (or Extension Service in this case) is for this a certain program. Readiness assessments help us understand what we need to do before moving forward and what considerations are important as we explore early implementation steps.

Individually, review the questions on the Extension Are We Ready assessment. Put a check mark corresponding to your perception of each prompt. Add the number of answers in each section totaling down the column for each section, then add the sections together for the total of responses. Where did you place the majority of your responses?

Now share with your team members and answer the questions at the end of the assessment. Be prepared to briefly share your work.

The Community version will be helpful in considering where to pilot this effort once the Extension Training is complete.



TIME: 30 MINUTES

SUPPLIES: A BELL OR TONE TO INDICATE TIME

HANDOUTS: ARE WE READY ASSESSMENTS FOR EXTENSION & COMMUNITY

Are We Ready Assessment is adapted from the Stronger Economies Together curriculum, Southern Rural Development Center, 2016.

RECRUITMENT – WHO NEEDS TO BE INVITED?

INSTRUCTIONS

This process uses a simple ripple map model to identify key stakeholders and partners that need to be considered as a community core team and participant list is identified.

TIME: 30 MINUTES

SUPPLIES: FLIP CHARTS, TAPE, MARKERS

HANDOUTS: NONE

Have groups divide into teams of 2-3 states (6-9 individuals) with nearby states paired. This might work best to divide by region, then subdivide the region by pairing nearby states as needed.

Give each group two sheets of chart paper and have them place them side-by-side (making a double-wide space for writing).

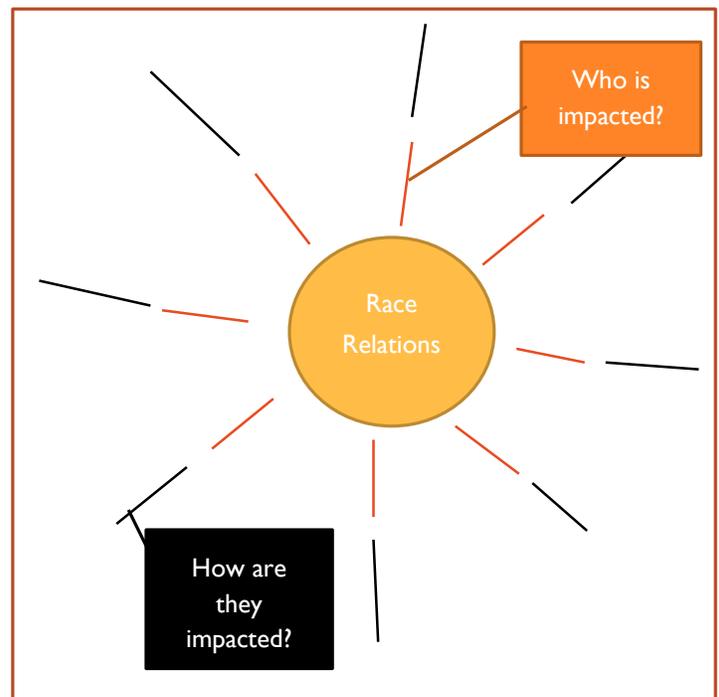
Put a small circle in the middle for the initiative (Race Relations). Instruct teams to think about who is impacted by issues around race relations in the community. As they identify individuals/groups, have them list these radiating out from the circle (forming the first ripple).

Allow time for the groups to work. When they seem to be finishing, challenge them to think of just two more people/organizations/groups.

Now instruct the teams to build the next ripple out by thinking about how each of the first ripple's entries are impacted.

After completing this model, have groups consider:

- Who should be on our core planning team in order to reach the stakeholders?
- Who might be hard to reach? What will we need to do to be effective in inviting them?
- What other insights does this provide?



Debrief: Ask groups to either share:

- Their most unusual or “ah ha” stakeholder.
- A new insight into their potential core planning team make-up

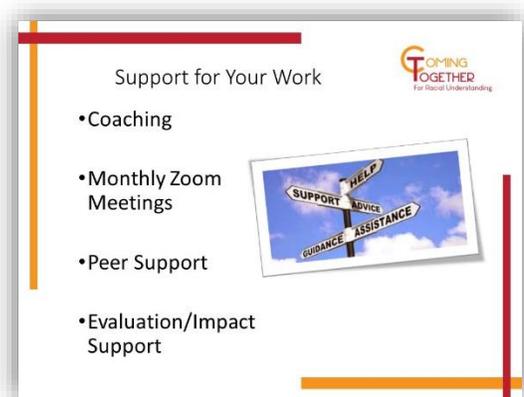
SLIDE 6: SUPPORT FOR YOUR WORK

INSTRUCTIONS

Discuss with teams the kinds of support the National Team will be providing through the coming months of implementation. These include:

- Coaching support when a team gets stuck or has a particular question
- Monthly Zoom meetings to check in on progress as well as unpack details further.
- Peer support teams – a listserv will be established and state teams are encouraged to talk together to provide peer support and feedback.
- An evaluation team will be coming alongside to assist with impact measures.

What else do you need from the National Team?



TIME: 15 MINUTES

SUPPLIES: NONE

HANDOUTS: REFER TO PARTICIPANT LIST

SLIDE 7: STATE PLANNING

INSTRUCTIONS

State teams will be given time to work on their planning process.

Begin by brainstorming the questions they need to answer to be ready to organize the CES dialogue phase.

Introduce the Plan of Action Template by demonstrating with a simple “build a peanut butter sandwich” example. Ask participants what we’d need to do to make PBJ sandwiches for everyone for lunch. List the steps, then put them in order. Finally, get a volunteer for each step and ask when they can complete the step. Check the overall timeline to see if it works. Then show how this example fits into the Plan of Work Template. Have each state team develop a Plan of Work Template. Coaches roam about the room to assist with questions.

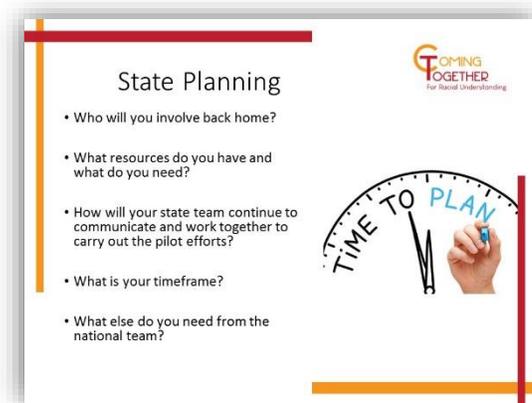
Develop their plans to do the training back home

Questions to consider

- How/who will they involve back home?
- What resources do they have/do they need?
- How often and in what way will the team work together once returning home?

Discuss plans for supporting the teams moving forward:

- Monthly calls
- Mentoring/coaching from national team



TIME: 60 MINUTES

SUPPLIES: NONE

HANDOUTS: PLAN OF ACTION TEMPLATE

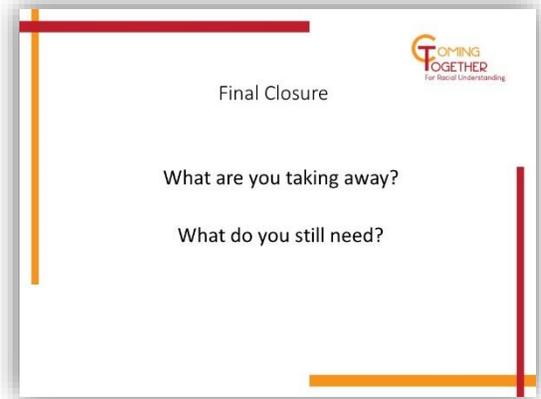
SLIDE 8: FINAL CLOSURE

INSTRUCTIONS

Debrief these questions:

- What are you taking with you?
- What do you still need?

Remind participants to complete the final evaluation and turn in before leaving.



TIME: 30 MINUTES

SUPPLIES: NONE

HANDOUTS: EVALUATION

REFERENCES

Are We Ready Assessment is adapted from Southern Rural Development Center (2016)
Stronger Economies Together. <http://srdc.msstate.edu/set/>