



SAMPLE EXTENSION SERVICE TRAINING
AGENDA
FACING RACISM IN A DIVERSE NATION
Date



Training objectives:

- Understand the framework of Coming Together for Racial Understanding
- Differentiate between the purposes and methods of dialogues vs. other types of group settings (such as debate, focus groups, town hall meetings, etc.)
- Explore the content of Facing Racism in a Diverse Nation
- Experience the role of a facilitator in a dialogue on race
- Expand exposure to and skills related to race relations

- 8:30 Welcome and review agenda
- 8:45 Introductions: What's in a Name – Small Groups of 4-5 (Coming Together, Day 1)
- 9:05 Debrief
- 9:15 Break
- 9:30 Overview of dialogues and Coming Together for Racial Understanding (whole group)
- Coming Together for Racial Understanding initiative
 - What a dialogue is and is not
 - Purpose and structure of dialogues
 - Moving from Debate to Dialogue (Coming Together, Day 1)
 - Difference in dialogue vs focus groups, town meetings, etc.
 - Why dialogue is important for this issue
 - Overview of the Facing Racism in a Diverse Nation process (page 9) and football field handout from training.
- 10:00 Why are you here? (Some questions taken from Facing Racism in a Diverse Nation, Session 1, Part 3) – small groups of 3-4
- What are your hopes as you begin this dialogue? Concerns?
 - What draws you to this work?
 - What skills do you bring to this work?

- 10:30 Fishbowl demonstrating a dialogue setting. Use one or more sample questions from Session 1, Part 5.
- 10:50 Debrief:
- What did you see the facilitator do/not do to promote a dialogue among participants (as opposed to centering the focus on the facilitator).
 - How is this like or different from the ways Extension typically works in communities?
- 11:15 Managing facilitation concerns:
- Model establishing ground rules (See Session 1, Part 4)
 - Brainstorm: Concerns about facilitating, including specific techniques and language (Trainer) (Facing Racism, pages 44-48; Coming Together, Day 2 handouts)
 - Discussion: How could each concern be addressed?
(Trainers add their perspectives after eliciting participants' ideas.)
- 11:30 Practice sharing in a dialogue circle with session 1, part 5 in small groups of 4-6 (trainers circulate among participants)
- 12:00 Explain set-up for Practice Dialogue Circles (in groups of 12)
Divide group into circles of 12. Explain that each circle will need to divide into facilitation teams of 2 to lead sections of each of the next five sessions.
- Session 2 – Part 2, Case studies
 - Session 3 – Part 3, Looking at Inequities in Our Country
 - Session 4 – Part 2, Why Do Inequities Continue?
 - Session 5 – Part 2, Creating a Community Report Card
 - Session 6 – Part 2, Brainstorm Action Ideas
- Use sample ground rules.
Forego introductions (done earlier)
- Explain rotation of facilitators and debrief process (2 rotations for each session).
- 15 min. per facilitator and 5 min. to debrief him/her.
 - Debrief order: 1st facilitator, 2nd participants, & 3rd coach if there is one.
 - Each person should start with what worked and follow with what they'd do differently.

Trainers will be there to answer questions, offer feedback, and play roles if needed. (When role-playing, trainers will move their seats completely into the circle.)

Provide time for the circles to divide up the sections.

Answer questions.

Explain to teams that lunch is a working time to sit with their facilitation partner and discuss their section.

- 12:15 Lunch Trainers meet for consultation
- 1:00 Session 2 -Small groups (Trainers observe and provide feedback)
- 1:40 Creating a Common Language (Coming Together, Day 1, OR Part 3 of Session 2) – small group
- 2:15 Break
- 2:40 Whole group - Step Forward/Step Back, Part 2, Session 3
- 3:40 Session 3 – Small groups (Trainers observe and provide feedback)
- 4:20 Debrief/check in
- What is going well so far?
 - What questions do you have?
 - What are your hopes for tomorrow’s session?
- 5:00 Adjourn

DAY TWO

- 8:00 Warm up – Common Ground, Coming Together, Day 4
- 8:30 Session 4 – Small groups (Trainers observe and provide feedback)
- 9:10 Session 5 – Small groups (Trainers observe and provide feedback)
- 9:50 Break
- 10:10 Session 6 – Small groups (Trainers observe and provide feedback)

- 10:50 Action Forum – trainer led
- 12:00 Lunch
- 1:00 Depending on the goals of your training event, select 1-3 activities from Coming Together, Day 2
- I Remember – 60 minutes
 - Four Realms of Oppression/”isms” and Change – 20 minutes
 - Target and Non-Target Groups – 50 minutes
 - Historical Snapshot: The House We Live In – 60 minutes
 - Four Corners – 75 minutes
- 3:00 Debrief – concentric circles
- What did you learn about yourself in this process?
 - What did you learn about the dialogue process?
 - What surprised you?
 - What would you like to see happen next?
- 3:30 Next steps
- Community dialogues
 - Additional facilitation training
 - Other
- 4:00 Evaluation, follow-up needed, and wrap-up
- 4:30 Adjourn