**Activity for Incorporating a**

**Racial Equity Lens in Facilitation**

(2 hours)

**Purpose of activity:**

This exercise is designed to help you have a conversation about how your community’s racial dynamics may be impacting your work as dialogue facilitators. It will help you to think about how to work together as a team more equitably during this phase of the process.

**Materials needed:**

* Flip chart
* Markers

**Part 1: Equity scenarios** (50 minutes)

1. Welcome everyone and let participants know that today’s meeting will help the group think about racial equity as they facilitate dialogues.
2. Write the following scenarios on flip charts, one per sheet of paper (it helps to prepare write these scenarios beforehand). Post the scenarios around the room:

* The white facilitator seems to lead most of the time; the person of color who is co-facilitating ends up taking notes.
* The white organizer checks in with the white facilitator about how things are going.
* One or two people of color in a circle of ten are asked to speak for their whole group.
* People of color do most of the storytelling. Whites listen a lot, but they’re not willing or encouraged to share stories on race on a deeper, more personal level; instead, they are more likely to talk about gender, economic status, sexual orientation, etc.
* A person in the group made a racist comment. The group members were upset. One African-American leader left the group.

1. Break up participants into groups of 3-4 people.
2. Ask each small group to take turns visiting each flip chart and talking about each of the scenarios. Give them 5 minutes per scenario to brainstorm and write down ideas on a separate flip chart or piece of paper of how they might address the scenario.

Here are some questions to help people get started:

* What could have been done to help the group avoid the situation?
* What reflection could have been made, or question asked to help the group reflect on their dynamics?

After each 5 minute brainstorm, rotate the groups. At the next easel, the group reads and discusses the ideas left behind by the previous group then adds new ideas.

It should take about 30 minutes for groups to move through all of the scenarios.

1. Once every group has worked on each scenario, invite the groups to spend some time reading all of the ideas on the flip charts. (10 minutes)
2. Wrap up the exercise with a general debrief for the large group (10 minutes):

* What ideas seemed particularly interesting to you?
* Do you have any ideas to add that you have not yet recorded?
* How can you keep these ideas alive while working on the projects and the actions?

**Part 2: Working equitably as a team** (40 minutes)

In a large group, discuss the following questions to help you think about how you all are working together as a team. These questions will help you think about making sure that the team is inclusive and welcoming to all people and that the whole team models working with a racial equity lens.

Participation:

* Does everyone participate, or do some people dominate the group? Whose voices are heard when we make decisions?
* Are people with special talents are overlooked or not called upon to contribute because of racial stereotyping?
* Even though many new “actors” are speaking up and trying to make change, are they gradually closed out of the process, and things revert to “business as usual”?

Leadership:

* Does the leadership in our group reflect the diversity of our community? If not, what can we do about that?
* How do we decide who will lead the group? How are meetings run?
* What dynamics are at play when people of color provide leadership? What are the implications when white people take the lead?

Meeting time and space:

* How can we make sure that we choose locations that work for everyone?
* When we plan our meetings, what consideration do we give to racial and cultural differences (location, flexible scheduling, social time/food, etc.)?
* How can we schedule meeting so that everyone can participate?
* How does timing impact our meetings? (Consider people’s schedules, religious holidays, and other community events.)
* Have we included time in our agendas for time for building relationships and for refreshments?

**Part 3: Reflecting on our team dynamics** (25 minutes)

* Where are we doing well? Where could we improve?
* How are our leaders responding to members of our group?
* How effective are we at working equitably across racial groups and other differences? Are we speaking openly and honestly about our successes and our challenges?
* What plans have we made to check in on our own behavior and the racial dynamics of our team? Do we need to set aside time for team building and deeper exploration of the issues?
* What can we do differently for the next meeting?

**Part 4: Next steps** (5 minutes)

* Thank everyone for coming.
* Let everyone know where and when the next meeting will be.
* Make sure everyone knows what the next meeting will be about.
* Let everyone know how you plan to keep in touch and make sure you have everyone’s contact information.