



DISCUSSIONS
ACROSS
DIFFERENCES



WITH
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WHAT IS POSSIBLE

Facilitator's Guide

Description

"What is Possible," focuses on understanding the differences in communities based upon geography and experiences. It challenges the participants to develop ways to understand and embrace diversity and inclusion both publicly and privately, with new perspectives obtained from a situation evaluation, through new lenses.

Objectives

Participants will be challenged to:

- Begin new dialogues on issues facing other communities
- Learn about issues in other communities and how to break down barriers
- Learn how to lead from where you are

Target Audience

This program is intended for groups, organizations and people interested in building inclusive communities through dialogue and discussion.

Background

Data suggests that where you live plays a significant role in the quality of educational opportunities, resources available, career preparation, access to services and transportation. In this video, lucky versus unlucky zip codes are discussed. It examines what are the factors that can create barriers, perpetuate discriminatory practices, and produce communities in conflict.

Tips for Facilitating

Considering the differing opinions and points of view presented in these videos, facilitators will need to focus discussion on those that affect inclusion, respect, and valuing others. To best facilitate the discussion, facilitators should **carefully review the video and prepared materials in advance of presentation.**

Suggested Guidelines:

- As you begin the session, establish ground rules for sharing opinions. Stress the need to be respectful of others.
- Set expectations for the session by sharing the objectives and agenda before the video is shown.
- Provide instructions for capturing discussion outcomes and observations.
- Actively manage time to allow sufficient discussion of each section and capture observations without judgment.
- Anticipate distractions or off topic comments in your session and have statements ready to steer the conversation back on topic. An example includes “That is an interesting comment. Let’s discuss it further after the session to allow time to cover discussion items more directly related to the video”.
- When the session concludes, thank everyone for their participation and courageous conversations.

Materials and Equipment Needed

- Video: “What is Possible”
Click on link: <https://youtu.be/hJIY4Z8pFVc>
Wi-Fi or data connection is needed to view video
- Laptop with Video Screen, or Room with Projector and Screen for showing video
- Flip Chart & Easel, Blackboard, Smart board, or paper to take notes
- Markers or writing instrument
- Facilitator Guide

Time Requirements

- Room Set-Up: 5 minutes
- Video: 11:48 minute runtime
- Discussion Time: 30 - 40 minutes

What Is Possible

Introducing the Program

Welcome participants. Inform participants that the video they are about to view is one that challenges them to evaluate situations through different lenses in hope of breaking down barriers.

Give advanced notice that there will be questions following the video for discussion and learning.

Give audience “thinking time” after asking a question. Be prepared to give an example, should there be no responses.

View Video (Run Time: 11:48)

Group Discussion

As each question is discussed, make note of key points on a flip chart or paper. For large audiences (more than 10-12 people), consider dividing into smaller groups to discuss questions. Key points from each small group can be shared with the larger group and captured on the flip chart at the conclusion of their discussion.

Discussion Questions

1. *What do you think when you hear “Lucky Zip Codes” versus “Unlucky Zip Codes?”*

Possible Answers:

- I think people in all zip codes could do well if they apply themselves.
- I think we shouldn't be oppressed based on the zip code we live in.
- I think education should be equivalent across all zip codes.
- I think lucky zip codes receive better resources and privileges than unlucky zip codes.

2. *If this phenomenon exists, what will it mean for our community?*

Possible Answers:

- It means that people will be treated differently by where they live. That's not fair.
- It means that people, who can afford it, will move to better neighborhoods.

3. *Ferguson: What do you think when you hear the word?*

Possible Answers:

- I think of a community in pain.
- I think about racial conflict.
- I think that we made a hero out of a bad person.
- I think we illuminated the African American male experience with police.
- I think of protests.
- I think of riots and looting.
- I think of injustices.
- I think of civil disobedience.

4. *How will the impact of Ferguson change this community now and in the future?*

Possible Answers:

- It will encourage local residents to be more active in their community
- It will give businesses opportunities to make a positive community impact.
- It will continue to focus attention on race and policing.
- It may start problems where there are no problems today.

5. *The Video discusses "Us versus Them." Please share your observations on the challenges and solutions.*

Possible Answers:

- I think starting in our families is a great idea.
- We need to address the inequities.
- Sometimes, people create their own situations.
- I think it means dividing into groups based on who thinks like I me and I think it's embedded into our culture.
- I think it creates power struggles and doesn't lead to better outcomes.
- I think it means working against one another, which negatively impacts an organization's profits.

6. *How can we better understand the experience of others?*

Possible Answers:

- We can show empathy for others.
- We can listen to others by seeking first to understand.
- We can show mutual respect.

7. *What can you do to create productive discussion across our differences?*

Possible Answers:

- I can learn how to listen to others with an open mind and a willingness to learn from others and respect differences.
- I can step outside my comfort zone.
- I can think critically about social life and question what I learned and make meaning from what I learned.

Review Objectives

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Closing Comments

Conclude the session by sharing your organization's or group's policy statement or position on diversity. Be sure to thank the participants for their contributions to discussions and for their time.

Survey

Please take a few minutes to complete a brief survey on the *Discussions Across Differences* video series:

Click on link: <https://www.surveymonkey.com/r/DiscussionsAcrossDifferences>

Let's keep the dialogue going.