

# Facilitator Train-Up

For the Black + Gold Leadership Bootcamp: July Event

A Philadelphia  
Commission  
on Human  
Relations  
Training



# Agenda

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Overview of final session

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July event run-of-show

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Small group questions

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Steps toward racial equity

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Series outcome

# Event overview

This final session will be different from the previous leadership boot camp events in that it will be largely a celebratory event. The evening program includes a 30-45 minute review of the outcome of the Dialogue on Race and pledges of who will do what moving forward (similar to Step 4 of the [Dialogue on Race](#)); and an open dinner/mingling.

# July run-of-show

Time	Activity
5:30pm-6:00pm	Participants arrive and check-in.
6:00pm-6:05pm	Welcome, opening remarks
6:05pm-6:15pm	Overview of Shofuso Japanese House & Garden
6:15pm-6:17pm	<p>A brief recap of the previous sessions is made. Afterwards, the lead facilitator frames the evening by saying:</p> <p><i>You have done a lot of work over the past couple of months and tonight is a celebration of our work towards a diverse community that has strong relationships across racial groups. But first, we have one more dialogue activity. The purpose of the session is to identify specific steps we would like to take to support racial equity in our community.</i></p> <p><i>As a reminder and to ensure productive conversations at your table, here are the guidelines we agreed upon the last time we met:</i></p> <ul style="list-style-type: none"> <li>• <i>Respect confidentiality</i></li> <li>• <i>Share time equitably</i></li> <li>• <i>Speak from your own experience and perspective (use “I” language)”</i></li> <li>• <i>Listen carefully (and not interrupt)</i></li> <li>• <i>Keep an open mind</i></li> <li>• <i>Be respectful of the speaker (even when we do not agree with their views)</i></li> <li>• <i>(Any additional guidelines that were added last time)</i></li> </ul> <p><i>Let’s get started.</i></p>
6:17pm-6:47pm	<p>The facilitator will use the following questions to guide the conversation:</p> <ul style="list-style-type: none"> <li>• <i>Are there actions each of you are personally willing to take to support race relations and racial equity in our community? If so, what are those actions?</i></li> <li>• <i>Are there actions you are willing to take as a group to support race relations and racial equity in our community? If so, what are they?</i></li> <li>• <i>How do we implement the actions we’ve discussed?</i></li> <li>• <i>How will we know if our actions are working?</i></li> </ul> <p>It is important for someone to take notes on issues, common themes, and insights that come out of the conversation as they will form the basis of a plan of action.</p>
6:47pm-6:55pm	Lead facilitator asks tables to report out on insights and common themes that emerged from their conversation.
6:55pm-7:00pm	<p>What’s next?</p> <ul style="list-style-type: none"> <li>• Participants are offered the opportunity to be trained in the Boot Camp and <i>DOJ Dialogue on Race</i> process to be conducted at a later date.</li> <li>• Caterers and dinner menus are introduced.</li> </ul>
7:00pm	Dinner is served
7:55pm	Final remarks and wrap-up

## Small group questions

The facilitator will use the “Steps Toward Racial Equity” lists (in the next several slides) and the following questions to guide the conversation:

- *Are there actions each of you are personally willing to take to support race relations and racial equity in our community? If so, what are those actions?*
- *Are there actions you are willing to take as a group to support race relations and racial equity in our community? If so, what are they?*
- *How do we implement the actions we've discussed?*
- *How will we know if our actions are working?*

# Small group facilitation options

Participants will be given the list of ideas that they generated from the Dialogue on Race session (i.e. the “Steps Toward Racial Equality” list). Here are some options on how to facilitate a discussion around the list:

- Go through each item (typically the lengthiest process)
- Have participants review the list themselves and facilitate a general discussion with the entire list or by each category.
- Since the first category, “Personal Pledges,” consists mostly of items of which to be more aware, the discussion could be shortened to allow additional time for the more action-oriented ideas in the other categories.

Keep in mind that the group discussion time is shorter than the previous sessions (30-45 minutes).

# Steps toward racial equity

A common theme that was shared among participants during the “Dialogue on Race” event in June was the importance of modeling behavior. This is coupled with talking with people of other races and ethnicities to learn their experiences as such discussions not only demonstrate pro-social cross-cultural relations, but also widen one’s empathy and worldview. It was also stressed that this work is not about filling a quota like having a certain number of Black or Asian friends, but to promote and foster healthy relations across cultures. Finally, as this effort furthers cross-cultural understanding and relations, it is important to develop plans and action steps to ensure accountability in the work.

When discussing what people can do to move forward in building race relations among Black and Asian communities, a number of ideas were generated which could be categorized as, *personal pledges, individual work, community-building, and program & policy.*



# Steps toward racial equity: Personal pledges

*Personal pledges* are those ideas that do not necessarily need more than being self-aware of things that promote better cross-cultural understanding and interaction. These include:

- Keep an understanding that people are born into different situations.
- Create opportunities to travel to expose self to different cultures.
- Treat people as individuals and not just part of a group. Understand that everyone – including people in the same community – may have different types of privilege, opportunities, and education.
- Check own biases in decision-making and interactions.
- Recognize that we need each other and that we already share a community that depends on us all.
- Be intentional about connections and relationships with people from other races.
- Be conscious of how communities of color are being portrayed in media and conversation.
- Continue the momentum of being part of the B+G Leadership Boot Camp.
- Educate yourself about cultures different than your own.

# Steps toward racial equity: Individual work

*Individual work* entails things that a person can do interacting with others to build race relations on a microlevel. These include:

- Say 'hello' to neighbors to start the dialogue.
- Model behavior that promotes positive intercultural relations.
- Increase active communication and community outreach.
- Engage in closer interactions on more personal levels with individuals of different ethnicities.

# Steps toward racial equity: Community-building

*Community-building* items are ideas that can make a broader impact in strengthening Black and Asian Relations. These include:

- Teach children to embrace other cultures as home life is vital for children's development.
- Plan events for youth like basketball tournaments, e-sports tournaments (video games) and other events that Black and Asian communities would be interested in together.
- Hold forums to learn about each other's histories and continue the dialogue.
- Put together programs and events that challenge people to think or try something new.
- Build better spaces to include community members, such as, monthly or weekly neighborhood open markets, vendor events, and outdoor movie nights.
- Organize neighborhood block initiatives that invite participation among all neighbors like clean ups and communal gardens.
- Work with community elders and parents to build intercultural relationships.

# Steps toward racial equity: Program & policy

*Program & policy suggestions* are those ideas that can contribute towards long-term change in society. These include:

- Get more money and resources into classrooms to provide education that promotes cross-cultural understanding and relations.
- Educate businesses regarding cultural competency and communication with their customers.
- Build coalitions by modeling behavior of intercultural interactions and activities.
- When developing programs, consider religious communities and how different races and ethnicities come together in shared faith.
- Build on race dialogue and cross-cultural relations through RCOs and Commissions.
- Government should better support Black and Asian empowerment and success.

Each participant will receive a certificate of completion and be encouraged to write down what they pledge to do to continue the work started in the BGLBC series.

Participants will be offered the opportunity to be trained in the BGLBC facilitation model and other trainings relating to the work (e.g. bias-awareness)

The BGLBC “Dialogue on Race” session summary will be distributed to everyone who participated or volunteered in the series, as well as, made public.

## Series outcome