

# LEADERSHIP BOOT CAMP: STRENGTHENING BLACK & ASIAN RELATIONS WORKING OUTLINE

## Boot camp purpose

“Commissioner Boot Camp: Strengthening Black & Asian Relations” is an initiative to give the City of Philadelphia’s appointed commissioners tools to help them strengthen understanding and interaction between Black and Asian communities through experiential learning. The boot camp is a continuation of work that was started by the commissioners in 2021 through the “[Circles of Truths](#)” event, “[Safety & Solidarity within AAPI and Black Communities](#)” – a virtual event that invited City appointed commissioners to participate in breakout discussions on race relations after watching a public fireside chat on the title topic. [Program for 50 participants; Centering the experience of Asian and Black folks]

## Key program partners

Philadelphia Commission on Human Relations, Office of Public Engagement, Office of Immigrant Affairs

## Boot camp components

### ***Breaking Bread, Breaking Barriers*** (2 sessions)

Brief history: The *Breaking Bread, Breaking Barriers* (BBBB) initiative was based on the concept posited in sociologist Elijah Anderson’s book, “[The Cosmopolitan Canopy: Race and Civility in Everyday Life](#),” how public spaces (in Center City Philadelphia) that offer shopping, dining, and gathering can ease intergroup tensions. BBBB brought together different ethnic or social groups around the city that either had tensions or did not interact with each despite living in the same neighborhood through food and conversation. Specifically, participants at a BBBB dinner were invited to a cooking demonstration of foods that reflected the cultural groups present to learn about the significance of the dishes prior to dinner (when a facilitated discussion centering on food and commonality) occurred. In the [first iteration of BBBB](#), a second dinner would be held in which the discussions were facilitated by volunteer participants of the first dinner and in which the topic was more about how the groups can strengthen their relations in the neighborhood. In [BBBB 2.0](#), dinners were held in or near neighborhood parks where the new pairings not only worked on strengthening intergroup relations, but also utilizing the park as a focal point. In this iteration, the paired groups would also plan a third dinner or activity at the park.

### ***Dialogue on Race*** (1 session)

Brief description: *Dialogue on Race* is a program developed by the U.S. Department of Justice (DOJ) Community Relations Service (CRS) to help people organize and conduct their own productive

conversation on race. DOJ CRS offers an informational and step-by-step [program guide](#) to assist people in planning a successful convening focused on uniting diverse communities through solution-based facilitated dialogue.

### Boot camp timeline & description

1. \*May 19, 2022, 6:00pm start – *Breaking Bread, Breaking Barriers*: First Dinner (90-120 min)  
During this dinner and dialogue, participants will be familiarized with the dinner menu [and the items’ cultural significances]. During dinner, facilitated table conversations will be based on prompts such as:
  - *What fond memories do you have with any of these foods (or other foods) growing up?*
  - *Are there any dishes here that you are very familiar with or unfamiliar with? What thoughts or stories do some of these foods bring up for you?*
  - *What memorable experience do you have breaking bread with people unfamiliar to you?*
  - *Did you learn something new during the food presentation or in listening to your table partners or is there something you heard that you would like to know more about?*

After dinner, table groups will share out highlights of their conversations and common themes are gathered. The participants will also be asked for volunteers to develop questions for and to help facilitate at the Dialogue on Race event.

2. \*June 23, 2022, 5:30pm start - *Dialogue on Race* (180 min + break)  
Prior to the event date, volunteers will be given the *Dialogue on Race* [Program Guide](#) and submit questions to be incorporated into the session. A virtual training session can be held to review the “run of show” and facilitation skills or volunteers will meet 30-60 minutes before the session on the day of the event. The program will consist of two 90-minute sessions and be based on Steps 2 and 3 in the program guide (where the topics of Steps 1 and 4 are covered in the other boot camp sessions).
3. \*July 21, 2022, 6:00pm start- *Breaking Bread, Breaking Barriers*: Dinner & Boot Camp Wrap-Up  
This BBBB session will be different in that it will be more about a celebration. The evening program will include a brief description of the food for the event; 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.

\*Proposed dates

Program needs (Budget based on 50 participants + program partners)

*Breaking Bread, Breaking Barriers*

Need	Description	Potential source	Projected Costs/Actual source
1. Food  2. Chef(s)	1. Asian and African American dishes (try to avoid pork) 2. Be able to describe cultural significance of the prepared food; conduct cooking demo (if site allows for it)	<ul style="list-style-type: none"> <li>● Chefs from previous BBBBs</li> <li>● Restaurants interested in the program topic</li> <li>● Golden Dragon</li> </ul>	<ul style="list-style-type: none"> <li>●</li> </ul>
3. Location	3. Space should include tables and chairs suitable for dinner/dialogue (e.g. round tables); and long tables for food distribution (buffet style)	<ul style="list-style-type: none"> <li>● FDR Park</li> <li>● Crane Building</li> <li>● Reading Terminal Market</li> <li>● Center Court, City Hall</li> </ul>	<ul style="list-style-type: none"> <li>●</li> </ul>
4. Facilitators	4. Anyone able to remain impartial to the discussion and manage the flow of dialogue	<ul style="list-style-type: none"> <li>● AAPI Strategy Group</li> <li>● PCHR-CRD</li> </ul>	<ul style="list-style-type: none"> <li>●</li> </ul>
5. Entertainment (for 2 <sup>nd</sup> BBBB session)	5. Cultural or culturally diverse groups	<ul style="list-style-type: none"> <li>● Work with Commissioners/OIA</li> <li>● “Sinnerz &amp; Saintz” (jam band with African American, Asian, Latino, and White members (MCAAA Commissioner Andy Toy &amp; Randy Duque are members)</li> </ul>	<ul style="list-style-type: none"> <li>●</li> </ul>

6. Funding	6. Funding would need to cover the costs of food, table/chair rental (if needed), and stipends/honorariums (as needed)	●	●
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<b>Other needs?</b>

*Dialogue on Race*

Need	Description	Potential source	Projected Costs/ Actual source
1. Food	1. Since the focus is on dialogue, food does not need to be dinner-style dishes. (try to avoid pork).	● Restaurants interested in the program topic	●
2. Location	2. Space should be ample enough to have private small group dialogues (break out rooms or semi-private areas).	<ul style="list-style-type: none"> <li>● Brainstorm spaces with key partners and/or AAPI strategy group</li> <li>● Center Court, City Hall</li> <li>● Conference rooms in Federal building (6<sup>th</sup> &amp; Arch Sts)</li> </ul>	●
3. Facilitators	3. People able to remain impartial to the discussion and manage the flow of dialogue	<ul style="list-style-type: none"> <li>● Boot camp volunteers</li> <li>● AAPI Strategy group</li> <li>● PCHR-CRD</li> </ul>	●
4. Funding	4. Funding would need to cover the costs of food and	●	●

	table/chair rental (if needed)		
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<b>Other needs?</b>