



Intergroup Dialogue Overview

OVERVIEW & STAGE 1

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Getting to know each other

First stage of dialogue: Begin at the *beginning*



Ice breaking ...



Setting the stage ...

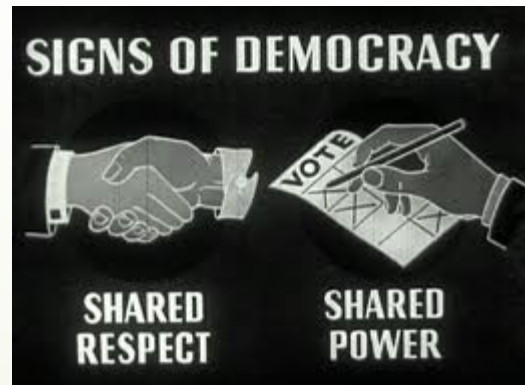
- First stage of dialogue is to establish ground rules & sense of safety to share experiences
- Help people see each other as “human”
- Can have a sense of humor and lightness
- Welcoming ...
- Food is good



Intergroup Dialogue (IGD)

“A form of democratic practice, engagement, problem solving, and education involving face-to-face facilitated discussions...”

Schoem 2001



IGD in community



- Democratic process
- Acknowledges & respects all parties
- Creates context that change is possible
- Transforms relationships toward positive social change

As a result: public decision making can be influenced, and new, previously unexplored results can be produced

Dessel, Rogge, Garlington, 2006



IGD in community settings

- A facilitated community experience
- Safe communal space to express experiences, ideas & emotions
- Avoids unproductive language ~ fosters new listening skills
- Improves communication, values differences, create shared meanings
- The goal is to resolve situations in a just & fair way, to build a common bond going forward ~ Build relationships ~ Not a one-time event



IGD in community & agency settings

- Especially useful to address:
 - Community conflict with agency practices
 - Ongoing tension across race & ethnic difference
 - Racism, sexism, & other structural inequities

It is not meant for individual change alone!



How is IGD done? A 4 stage model *See handout*

- 1. Group beginnings** ~ Ground rules, get acquainted
- 2. Learning about commonalities & differences** ~
Listen & understand each others' realities. Listen for others' perspective, advantages and disadvantages. Helps to build empathy & build common understanding
- 3. Working with controversial issues & conflicts** ~ “Hot buttons”
- 4. Envisioning change & taking action** ~ “Just talk” is not enough ~ Behavior change is the goal ~ Finding actions that can change institutions and social structures

Modified from U of Michigan IG Relations Program



Participants must think as well as talk

~ Not just feelings

- Readings (quick & short for busy adults!)
- Discussions related to readings
- Videos
- Sometimes: Intentional experiential activities assigned between group sessions
- BUT ~Still meant to be done in community
- AND ~ You get to share food & stories
- AND ~ It is not always serious
- You can laugh!

NOTE: Research suggests that learning is less likely in anxious or tense situations; prejudice less likely to be reduced when we are anxious

