

# **RACE AND GRACE WORKSHOP**

Liberty

Community Church

Westminster Presbyterian Church

October 28-30th, 2017

## **OVERVIEW & STAGE 1**

Nancy Rodenburg, PHD

# Getting to know each other

First stage of dialogue: Begin at the *beginning*

*You already started this!*



# Ice breaking ... *You did this too!*



# Setting the stage ...

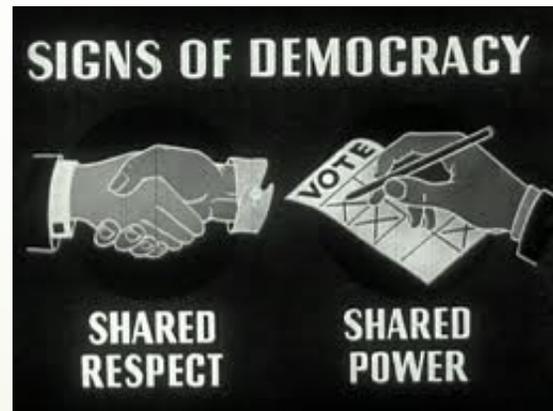
- ▶ First stage of dialogue is to establish ground rules & sense of safety to share experiences
- ▶ Help people see each other as “human”
- ▶ Can have a sense of humor and lightness
- ▶ Welcoming ...
- ▶ Food is good



## Intergroup Dialogue (IGD) *See handouts*

*“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

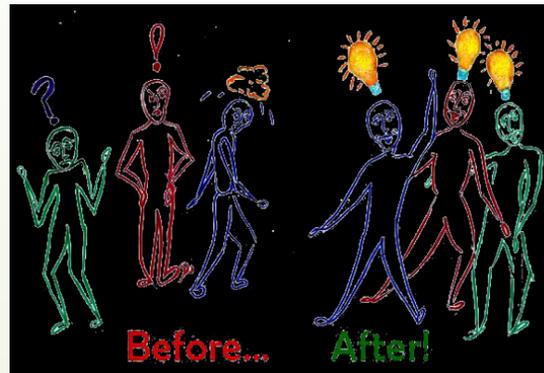
As a result: public decision making can be influenced, and new, previously unexplored results can be produced

Dessel, Rogge, Garlington, 2006



# IGD in community & religious 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

- Especially useful to address:
  - Community conflict
  - Ongoing tension across race & ethnic difference
  - Racism, sexism, & other institutional 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

