|  |
| --- |
| New Members please arrive at **12:45** sharp. |
| Facilitators please arrive at **12:45**. |
| **Facilitator Prep Time 12:45pm – 1:00pm**  Select facilitators for each section. |
|  |
| **New Member Orientation 12:45pm – 1:15pm**  Welcome to the space and introduction of AWARE-LA organizational model. |
|  |
| All Members please arrive at **1:00pm** |
| **Welcome and All-Group Check-In 1:15pm – 1:30pm**  Welcome to Saturday Dialogue. Check in: share your name, your personal gender pronouns (PGPs), and anything else you’d like to share about yourself which could include anything you need in order to fully participate in the dialogue today.  Read Communication Guidelines.  We’d like to go around the circle and ask everyone to say IN ONLY ONE SENTENCE what they’ve been thinking about in terms of race this month. |
|  |
| **Ask Hat 1:40pm – 2:45pm**  Members are asked to write down a question or issue they have been thinking about and would like conversation about. After a few minutes of writing, members will each take a number from a hat. The number will dictate the order in which members will share their question, issue, or concern to the group. The group will discuss the issue until the conversation naturally ends. Members will have the option of “passing” if they feel their question has already been addressed when their number is chosen. *(Members are reminded that if the time runs out before their issue/concern is selected for discussion, that issue can be taken into personal solidarity.)* |
| **Snack/Break 2:45pm – 2:55pm**  (Take some time to stretch and move your body.) |
|  |
| **Personal Solidarity/Snack 2:55pm – 3:25pm**  Groups of three have 10 minutes each for sharing/strategizing/active listening on personal/interpersonal issues around race & racism. Ask for timekeeper to make sure each person has 10 minutes. Make time for feedback if desired. |
|  |
| **Announcements & Volunteers 3:30pm – 3:45pm**  Workshop Announcements  Community Announcements |
|  |
| **Pass-the-Hat & Check-Out 3:45pm – 4:00pm**  Pass the hat for AWARE-LA donations. Share 1 plus, 1 change, OR 1 insight from today. |
|  |
| **Volunteer Dialogue 4:15pm (end by 5pm)** |

**Communication Guidelines for a Brave Space**

1. **Welcome multiple viewpoints**

Speak from your own experience by using “I statements.” Ask questions to understand the sources of disagreements.

1. **Own your intentions and your impacts**

Respect each other’s experiences and feelings by taking responsibility for the effects of your words. On the other side, if you have a strong reaction to something, let the group know. Be open to dialogue.

1. **Work to recognize your privileges**

Use this space to recognize and investigate your privileges (for example: class, gender, sexual orientation, ability). Honor the different experiences that we all bring to this space.

1. **Take risks: Lean into discomfort**

We are all in process. Challenge yourself to contribute even if it is not perfectly formulated.

1. **Step back**

Share speaking time and try to speak after others who have not spoken.

1. **Notice and name group dynamics in the moment**

We are all responsible for this space. Be aware of how others are responding or not responding. Ask for a “time out” or dialogue if needed.

1. **Actively listen**

Use your energy to listen to what is said before thinking about how to respond. Notice when defensiveness and denial arise.

1. **Challenging with care**

Find ways to respectfully challenge others and be open to challenges of your own views. Think about how to question ideas without personal attacks.

1. **Confidentiality**

Share the message, not the messenger.

1. **Break it down**

Use simple language and background information when necessary. Ask for clarification if needed.

[www.awarela.org](http://www.awarela.org) www.facebook.com/awarela