



Caucus Group Curriculum – Facilitators

Wednesday, February 20, 2019

2-3:15pm

## In-Group

1. Introductions
2. Facilitator expectations
3. Create ground rules
4. Read questions provided and/or decide how the group will pose additional questions
5. Decide how the group will end their time together (closing statements, journaling, silent reflection)
6. Ten (10) minutes before session ending, groups will begin wrapping up and prepare to move to final session.

## Guidelines

To support you in moderating these sessions, we recommend the following guidelines for caucus discussions as a starting point. These should be reviewed and amended in the first session, and revisited in every subsequent session.

1. **Be fully present.** Our time together is precious and limited. Everyone at the table has significant contributions to make and we need you to fully participate with both your head and your heart.
2. **Confidentiality.** We want to create an atmosphere for open, honest exchange. What is said in the space stays in the space. What is learned in the space can leave the space.
3. **Speak from personal experiences.** Use “I” statements to share thoughts and feelings. You cannot speak for your group; just because you are does not mean you understand.
4. **Challenge the idea and not the person.** If we wish to challenge something that has been said, we will challenge the idea or the practice referred to, not the individual sharing this idea or practice.
5. **Speak your first draft.** If something is bothering you or if you have an idea or thought that is not completely formed – share this with the group. Often our emotional reactions



to this process and our initial ideas and thoughts offer the most valuable learning opportunities.

6. **Take responsibility for your impact.** Our intentions do not negate the negative impact we may have on someone. We will hold ourselves accountable by challenging ourselves to be quick to sincerely apologize and then open to learning when we do not understand.
7. **Assume best intentions.** Trust that people are doing the best they can and everyone is attempting to balance being honest, vulnerable, and imperfect with standards of perfection, mastery, and survival.

The following additional guidelines may be helpful – please add any to the list above that you feel would be helpful to your moderation style/expectations of folks in your session.

- **Our primary commitment is to learn from each other.** We will listen to each other and not talk at each other. We acknowledge differences amongst us in backgrounds, skills, interests, and values. We realize it is these very differences that increase our awareness and understanding through this process.
- **Do not demean, devalue, or “put down”** people for their experiences, lack of experiences, or difference in interpretation of those experiences.
- **Monitor your airtime.** Be mindful of taking up much more space than others. On the same note, empower yourself to speak up when others are dominating the conversation.
- **Redefine the term “Safe Space.”** Conflict and discomfort are often a part of growth. Make sure to differentiate between feelings of discomfort and experiences with conflict and being unsafe.
- **Trust the process.** The journey to our destinations offer us the chance to gain insights about ourselves and others. These insights help us grow and change and contribute to our cohesion, offering us opportunities for gratitude and appreciation on the way to goal achievement.
- **Be mindful of language and perceived behavior, which can be potentially triggering.** You may have some personal anecdote or experience that may be received as traumatic for someone with a connected history. Please be mindful when sharing experiences that may be received as violent.



## Questions

1. Why did you choose this group?
2. What thoughts or feelings do I have about meeting in caucus groups?
3. What dominant narratives about my racial identity do I believe in and why?
4. More specifically, what dominant narratives about your racial identity were you taught to believe in? What impact have these narratives had on your self-concept?
5. How does your racial identity affect the way I experience the world?
6. What hinders you from being vulnerable with those who hold the same identity?
7. What helps you be vulnerable with those who hold the same identity?
8. What hinders you from being vulnerable with those who hold other identities?
9. What helps you be vulnerable with those who hold other identities?
10. What topics have been “off the table” or hold you back when engaging in discussions about theme for Discussion Day?
11. What do you need to move forward?

## Potential Caucus spaces

Arab/Middle Eastern  
Asian/Asian American  
Black/African American  
International  
Latino/a, Latinx  
Biracial/Multiracial/Transracial  
Native American/Indigenous/Aboriginal/First Nation  
Third Space  
White