

Children's Bureau 2024 RACE EQUITY CHALLENGE



Exploration Guide for Group Facilitators

Thank you for facilitating a group discussion as part of the Children's Bureau 2024 Race Equity Challenge (REC). Engaging in the REC as a team, organization, or group presents a valuable opportunity for collective learning, yet it also introduces its own set of complexities. This guide is designed to assist you and your participants in navigating these complexities by offering thoughtful questions to consider throughout the process.

Agreeing on Structure, Expectations and Ground Rules

Before you begin, it is important to ensure that everyone who is participating has the same understanding of what is expected of them, and of everyone in the group. Here are some questions to explore together:

- How often will you meet to discuss the challenge modules? How long will these meetings be? Who will facilitate the discussion?
- What can we do to make these meetings feel supportive for everyone participating?
- What level of participation is expected?
- What agreements or ground rules would the group like to set for how to interact in these meetings?
- Are there power dynamics or other issues that need to be addressed to make the space feel supportive for all participants?
- Are there ways to structure the conversation to ensure that there are different ways to contribute?
- How will you handle disagreements?

The Four Agreements of Courageous Conversations

1. **Stay engaged.**
2. **Experience discomfort.**
3. **Speak your truth.**
4. **Expect and accept non-closure.**

Glenn E. Singleton & Curtis Linton,
Courageous Conversations about Race: A
Field Guide for Achieving Equity in Schools.
2006. pp.58-65. Thousand Oaks, CA: Corwin.

Logistics

- Convene, in person or virtually, in a comfortable space where participants can engage in the process without interruptions or distractions .
- Invite everyone to silence their cell phones, close their emails, and otherwise take steps to eliminate interruptions.
- Encourage everyone open or print a copy of their journal to record reflections, reactions, and ideas as you travel through the module.

Questions to Explore as a Group

- Check-In: How are you feeling in your mind and body?
- What surfaced for you as you completed this module?
- What surprised you about your experience in exploring this module's content?
- How did the content challenge your beliefs, experiences, and/or assumptions?
- What do you hope to do differently/continue to do because of the module?
- Are there parts of the reflections you completed that you would like to share or discuss with the group?

Closing

The emotional impact of exploring race equity is real. In closing the discussion, check in with group members to make sure that everyone is OK. Encourage self-care, additional reflection, and journaling as strategies to support mental and emotional well-being. Ask each member to identify for themselves what they are thinking, how they are feeling, what would get them centered.