

Circle Up!

Using the frameworks of Restorative Practice to Facilitate Diversity Dialogues

Facilitated by Stacey Miller

Welcome & Introductions

Opening Circle

- Share your name and where are you from and what you do?
- **Pair Share**
 - Why did you decide to come to this session?
 - What do you find most difficult about diversity conversations?
 - What do you find most inspiring about diversity conversations?



Agenda

- **Defining Diversity**
 - The three most prevalent frameworks
- **RP Concepts**
 - Fair Process
 - Social Discipline Window
 - RP Continuum
 - Psychology of Affect
- **RP & Diversity Dialogue Interplay and Application**
- **Practice**
- **Closing Circle**

Ask Questions Throughout

Defining Diversity

The quality of being different or unique at the individual or group level. This includes: race, ethnicity, sex, gender identity and expression, sexual orientation, skin color, language, age, mental, and physical abilities, religion, political affiliation, work style, parental status, veteran status— and more. Even people who appear to share similar group level characteristics on the outside are different.

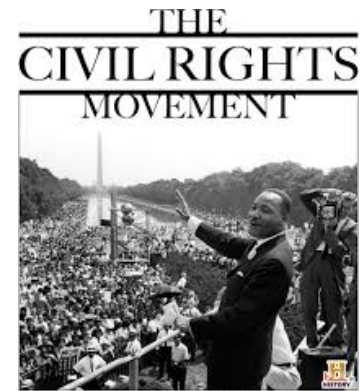
Three “Diversity” Frameworks

- **Social Justice**
 - Identity (individual, group and systems)
 - Power – Privilege – Oppression
- **Intercultural Competence**
 - Culture, Cultural or Intercultural Competence
- **Neuroscience & Human Behavior**
 - Psychology, Sociology and Brain Science

Social Justice

A Historical Framework

- Civil Rights Movement and Critical Race Theory (CRT)
- Civil Rights Movements (past and present) address issues of inequity, fairness, and injustice with respect to race, gender, class, and LGBTQA status
- This approach has come to be known as the “Social Justice (SoJo) Movement”



Intercultural Competence

A Domestic & Global Framework

- Intercultural competence is the ability to accurately understand and adapt behavior to cultural difference as well as commonality.
- Success in the 21st century demand the development of intercultural competence.
- Intercultural competence reflects the degree to which cultural differences and commonalities in values, expectations, beliefs, and practices are effectively bridged from a 'mutual adaptation' perspective.



Neuroscience & Human Behavior

Neuroscience & Human Behavior is about...

- Addressing diversity through the study of neuroscience and human behavior – which applies to all!
- Leverages diversity and inclusion to solve complex problems and innovate
- Will also be key to helping organizations be more successful!



RP Concepts

- Fair Process
- Social Discipline Window
- RP Continuum
- Psychology of Shame & Affect
- *How We Engage*
- *How We Lead*
- *How We Facilitate*
- *How We Understand Human Emotions*

RP Diversity Dialogue Interplay

- Fair Process
- SDW
- Continuum
- Psychology of Shame&Affect
- *Engage*
- *Lead*
- *Build*
- *Understanding Emotions*
- *Role Modeling*
- *Role Modeling*
- *Facilitate*
- *Managing Conflict & Resistance*

Concept Application

Fair Process & Social Discipline Window



How We Engage



Role Modeling Vulnerability & Authenticity

Role Modeling Vulnerability & Authenticity

- Sharing personal stories about your challenges, mistakes, learning opportunities.



Zsuzsanna



Thorunn

Concept Application

RP Continuum



Community Building



Facilitating Conversations with Circles

Facilitating Circles

- **ALWAYS train in CIRCLES**
 - They ensure that everyone is on equal footing. No one hides, forces higher level participation
 - Different circles accommodate for different learning styles
- **No double deep circles!**
- **Use**
 - Full room circles
 - Large group circles (5-10)
 - Small group circles (3-5)
 - Pair Share (2-3)

Concept Application

Psychology of Shame and Affect



Understanding Emotions



Managing Conflict and Resistance

Compass of Shame

Withdrawal:
isolating oneself
running and hiding

REMINDER!

Attack Others:
“turning the tables”
blaming others
lashing out verbally or physically



Attack Self:
self put-downs
“Just fire me, you’d be better off”

Avoidance:
denial
Ignoring or refusing to see the issue
distraction

Managing Conflict & Resistance

Affective Questions

- What I heard you say was...?
- Tell me more about what you meant by?
- What angered you about what happened?
- What felt familiar about what happened?
- How did it affect you?
- How does it affect you now?
- What do you need/want?

Managing Conflict & Resistance

9 Healthy Ways to Communicate

1. Reflect back what is being said. Use their words not yours
2. Begin where they are, not where you want them to be.
3. Be curious and open to what they are trying to say
4. Notice what they are saying and what they are not saying.
5. Emotionally relate to how they are feeling. Nurture the relationship
6. Notice how you are feeling. Be honest and authentic.
7. Take Responsibility for your part in the conflict or misunderstanding
8. Try to understand how their past affects who they are and their relationship with you.
9. Stay with the process and the relationship, not just the solution.

Closing Circle

- Share something you...
 - Learned
 - Realized
 - Were surprised by or
 - Are still thinking about

Thank You

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