



LT Alumni Conversation: Reparations Presentation and Discussion

Facilitation Guide

October 21, 2021 5:30 p.m. – 8:00 p.m.

Zoom: <https://seattlemetrochamber.zoom.us/j/92769947994>

Facilitators,

Thank you so much for helping to facilitate small group discussions on reparations!

This is a short guide and questions for facilitating the small group discussions.

Structure: Combined white & BIPOC groups, we will aim to have between 3-5 people in a group in addition to yourself.

Circles: For questions 1, 2, and 5 use the strategy of a circle. Everyone takes a turn to share. No one asks follow-up questions.

Encourage:

Bravery over Safety: This is a safe place. White people especially, please worry less about safety than bravery. A few moments of discomfort will be ok.

Emotion: Especially for white people, these are heavy topics that may be emotional. Showing emotion (crying or other emotions) are ok. However, we will not use this time to comfort one another.

Facilitation Strategies:

Please introduce yourself as the facilitator first and then answer question 1.

For question #2, model radical vulnerability by sharing your own answer first. This will help to let others share their stories. Contrary to our planning meeting we now recommend not going around the circle twice to maintain the flow of the conversation.

The questions and times are guidelines, while we hope groups can get to each question, we leave the times and conversations to your discretion.

However, we ask that the last 5 minutes be reserved for the final question about actions.

Reporting Back:

When you come back to the main room from your discussions, we will ask all participants to share their actions anonymously.

We will have about 8 minutes for facilitators to report back. This means that not all facilitators will have a chance to verbally report back to the whole group.



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Questions:

1. **CIRCLE: Name, LT Year, Who is your family, however you define family, and community? Why are you here today?** (5-6 minutes, facilitator should go first)
 - a. Should be short, 1 minute to 1.5 minutes each.
 - b. We ask about family and community to help place and contextualize each other.
2. **CIRCLE: How are you impacted (positively or negatively) by the legacy of enslavement and Jim Crow?** (10 minutes, facilitator should go first)
 - *How do we push people to answer the question--an assumption that everyone is impacted--especially systemic/structural/ issues.*
3. **HISTORY: What are the narratives you grew up with around the history of enslavement and Jim Crow? Where did those narratives come from?** (10 minutes, facilitator should facilitate this question however you think best)
 - What is your family's relationship to enslavement? How did you and your family, school, or textbooks talk about the history of enslavement & racial inequality?
4. **ACTION/VISION: What do you envision reparations might look like? What should they be and how do we get there?** (10 minutes, facilitator should facilitate this question however you think best)
 - *How do we change the outcomes for lifeways for Black Americans?*
 - *Why would we need structural changes as well as reparations as an apology/financial compensation?*
 - *What ideas are there for actions that people can take individually or as a community?*
 - *Slavery hurt everyone alive through slavery, there is a price to pay for indifference. Stories of exceptionalism hurt "ordinary" people. Are there TAKE AWAY: The acknowledgement that we devalue black lives--they are depicted as less than or not good enough. We allow our hearts to be anesthetized. What does it mean to flip the narrative--what does a world where Black people are treated with dignity look like?*
5. **CIRCLE: WHAT WILL YOU DO?**
 - *End discussion with this. Staff in the main room will broadcast a message to let you know when to switch to this question.*