

Face & Voices

Small Group Follow up Discussion Protocol

Appreciative Inquiry Dialogue Session: Exploring Power, Trust and Care.

Small Group Discussion Guide

Use this guide as a companion. The purpose of this guide is three fold:

1. To share responses and process what came up in the large group session.
2. To make connections and continue to build relationships on your core team.
3. To incorporate concepts into your day to day on your team.

After a brief check in with your group, please choose one person to be a reporter. That person should take high level notes to share briefly with the J-DEI Committee.

Please explore your answers to these questions:

1. What can your team do to best support you in “being you”?
2. What helps our team embody psychological safety: what is working, could be better, and note one opportunity for growth?
3. What format best supports your learning and equity journey?
(webinars, book reading, movie discussion, 21 day challenges, etc.)

Conversation Guidelines

We invite you to share from your own lived experience.

Stories tend to be more powerful than facts.

No one here is to blame.

We are here to listen to each other, not assign blame.

Do pose questions.

Take a risk.

Try to get out of your comfort zone.

Invite stories.

Use “I” statements.

Take care of your own emotional health and wellness.

Lean in.

How to build (and rebuild) trust

Frances Frei

*The most common wobble is **empathy**-address distractedness.*

Look up, listen, deeply immerse yourself in their perspectives, and at minimum - put away the phone.

*The third wobble is authenticity=best strategy- **be you!***

*Leaders in the room must **set the condition** for everyone to be themselves and make it expected.*

