

The Institute for Nonviolence
in Los Angeles *presents*

Days of Dialogue on Co-Creating Communities through Listening, Imagining, and Acting

Hosted by
Antioch University
Los Angeles
May 29, 2019



@daysofdialogue

Co-Creating Communities through Listening, Imagining, and Acting



ART CREDIT TO CLERIE BYER AND JARVILLE

**Community roundtable
dialogue about our
multiple perspectives,
realities, and experiences.**

Facilitated by the Days of Dialogue/Institute
for Non Violence in Los Angeles

*Sponsored by the Black Student Union,
Office of the Provost, Alumni Council,
Undergraduate Studies Department, and
MA in Nonprofit Management Program.*

WHEN
Wednesday
May 29, 2019

TIME
6:00 pm
Dinner

6:30 pm-8:00 pm
Dialogue

WHERE
Antioch University
Los Angeles
Room A1000
400 Corporate Pointe

RSVP by May 22 to: JPAUL@ANTIOCH.EDU

ANTIOCH UNIVERSITY
LOS ANGELES

DAYS OF DIALOGUE IS... FACILITATED DIALOGUE

- *Structured Conversation*
- *The facilitator acts as a moderator, rather than a leader and is always neutral*
- *The purpose is to share Thoughts, Feelings, and Experiences in a safe and confidential space*

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DIALOGUE PARTICIPANTS ARE ENCOURAGED TO...

- Express your opinions
- Listen to others
- Give everyone a chance to speak
- Respect the ground rules
- Respect each other

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GROUND RULES

- Speak openly and honestly
- Listen carefully and respectfully to each person
- Keep comments brief and stay focused on task
- Explore differences respectfully and look for common ground
- Trust that the facilitator has the best interest of the group at heart
- Silence cell phones
- Be **respectful** of the opinions of others

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TOTAL PARTICIPANTS: 37

- Antioch Students, Faculty, Staff, Friends: 32
- Facilitators: 4
- INVLA Staff: 1

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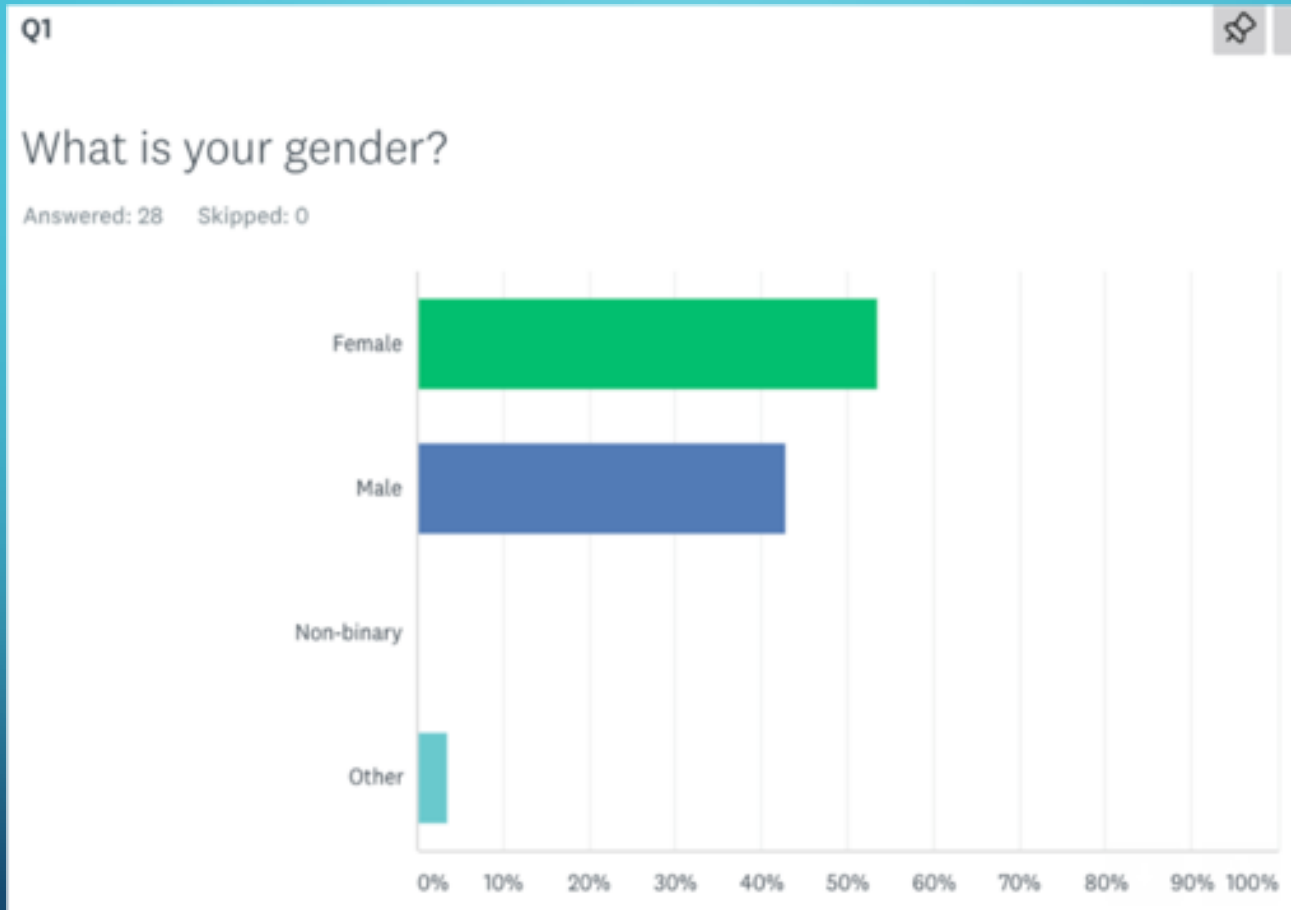
PRE DIALOGUE SURVEYS

28 RESPONSES, 0 SKIPPED

QUESTIONS:

1. What is your gender?
2. What is your racial or ethnic background?
3. What is your primary affiliation to Antioch University?
4. What outcomes do you hope for this evening?

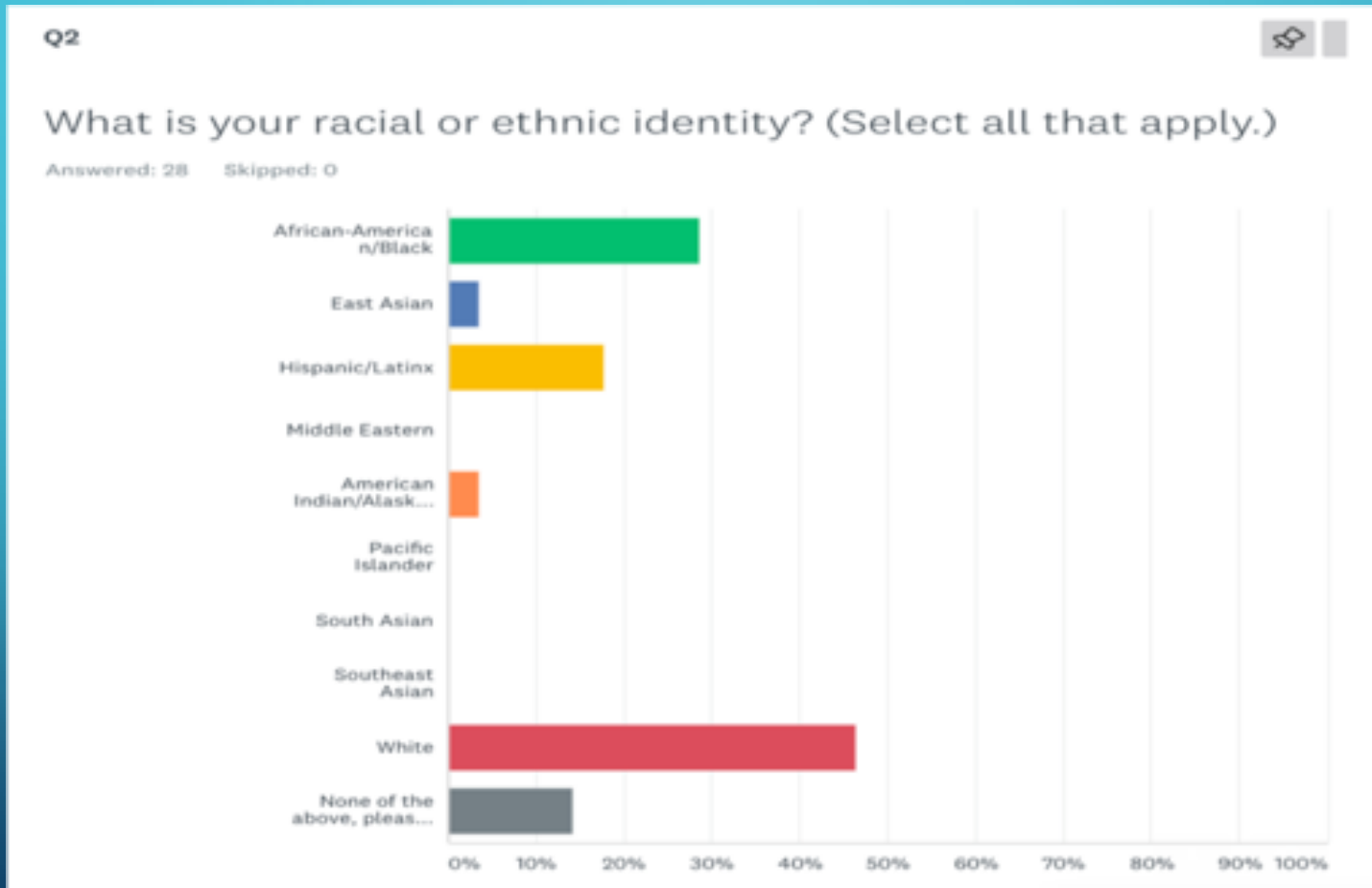
SURVEYS – PRE DIALOGUE



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SURVEYS – PRE DIALOGUE



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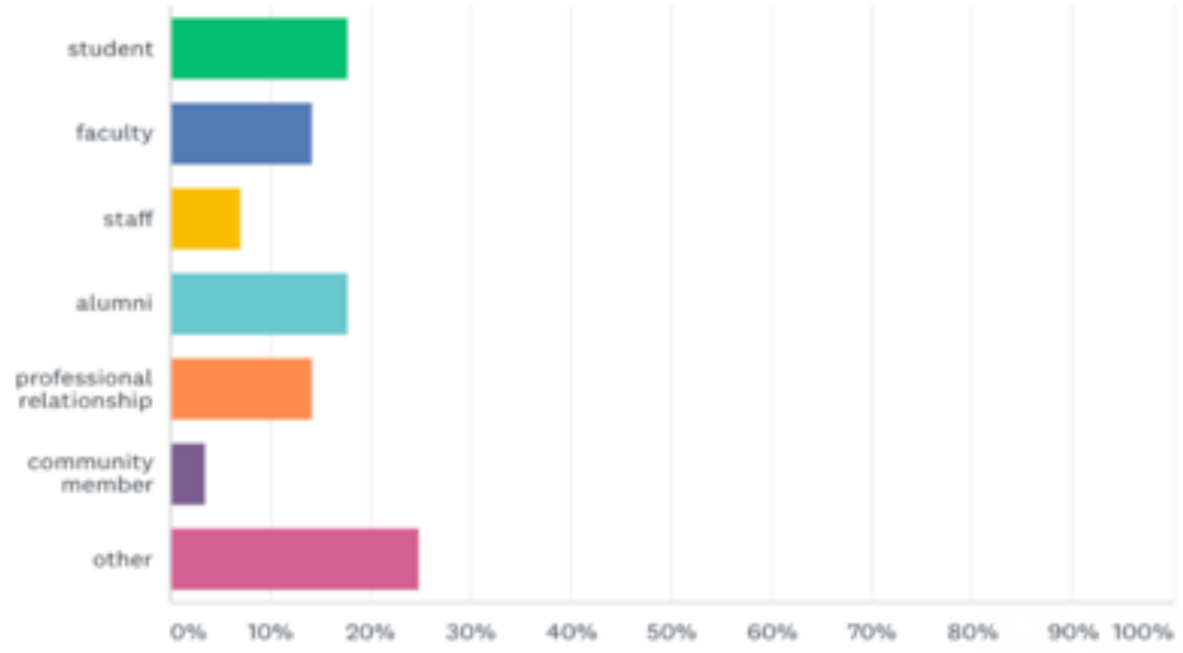


SURVEYS – PRE DIALOGUE

Q3

What is your primary affiliation to Antioch University?

Answered: 28 Skipped: 0



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SURVEYS – PRE DIALOGUE

Question 4

26 responses to this question

WHAT OUTCOMES DO YOU HOPE FOR THIS EVENING?

- A productive dialogue
- Grasp a clear understanding of co-creating a safe and brave community
- Learn about the process
- Was invited through Playworks- I'm pretty open
- Desire for “talking across the aisle”
- Increased learning, more tools, better language around tough issues, community connection
- Take some tools/activities back to my organization

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SURVEYS – POST DIALOGUE

QUESTIONS

1. What tools will you use from this event?
2. Did you feel heard?
3. Did you have an opportunity to say what you wanted?
4. Do you believe that the process of dialogue is helpful for exploring greater understanding?
5. Are there any specific actions that you plan to take as a result of participating in tonight's dialogue?

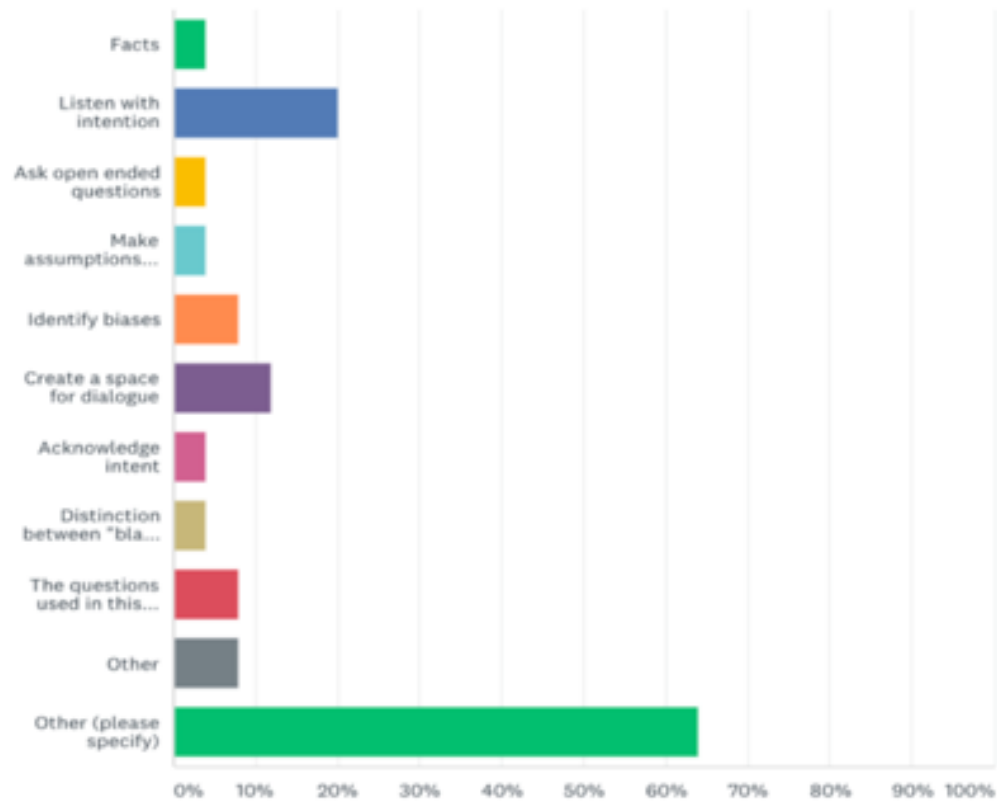
SURVEYS – POST DIALOGUE

Q1



What tools will you use from this event?

Answered: 25 Skipped: 0



SURVEYS – POST DIALOGUE

- **Q1. What tools will you use from this event? – Text Answers Part 1**
- Community agreements
- Listening. Making assumptions transparent.
- Giving space
- Listening to understand; asking open questions
- Deep listening
- Making sure that I take the time to learn more about people's biases
- Step in your own footsteps and defend your humanity
- Acknowledge intent. Address impact. Distinction between “black” and “of color.”
- Hearing, community
- Enhanced patience

SURVEYS – POST DIALOGUE

- **Q1. What tools will you use from this event? –Text answers part 2**
- Dialogue/ in-the-moment Community Agreements
- Intentional listening, creating a space for dialogue
- The structure of this meeting and the set of questions
- Constructive restating of my active listening
- SOOOO many! New language tools, listening tools, self-care tools.
- Embracing different perspectives
- The questions- especially those on explicit bias
- Abundant gratitude- tools are the reminder of such wonderful people doing the work
- Think tank; creating agreements; nonviolent communication

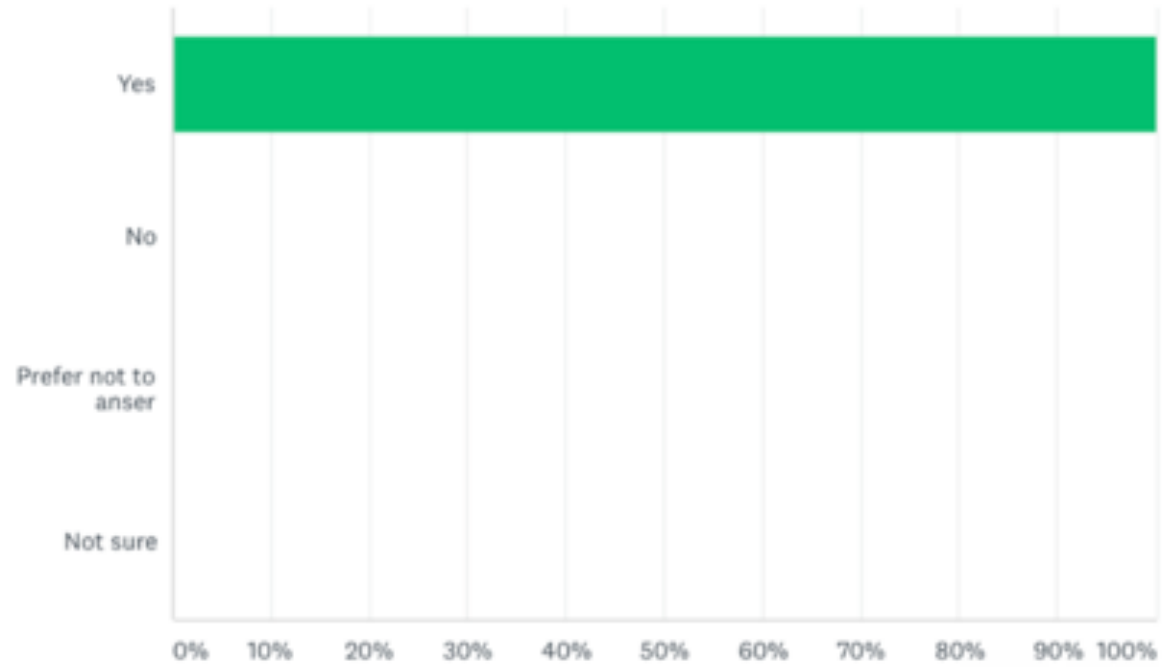
SURVEYS – POST DIALOGUE

Q2



Did you feel heard?

Answered: 25 Skipped: 0



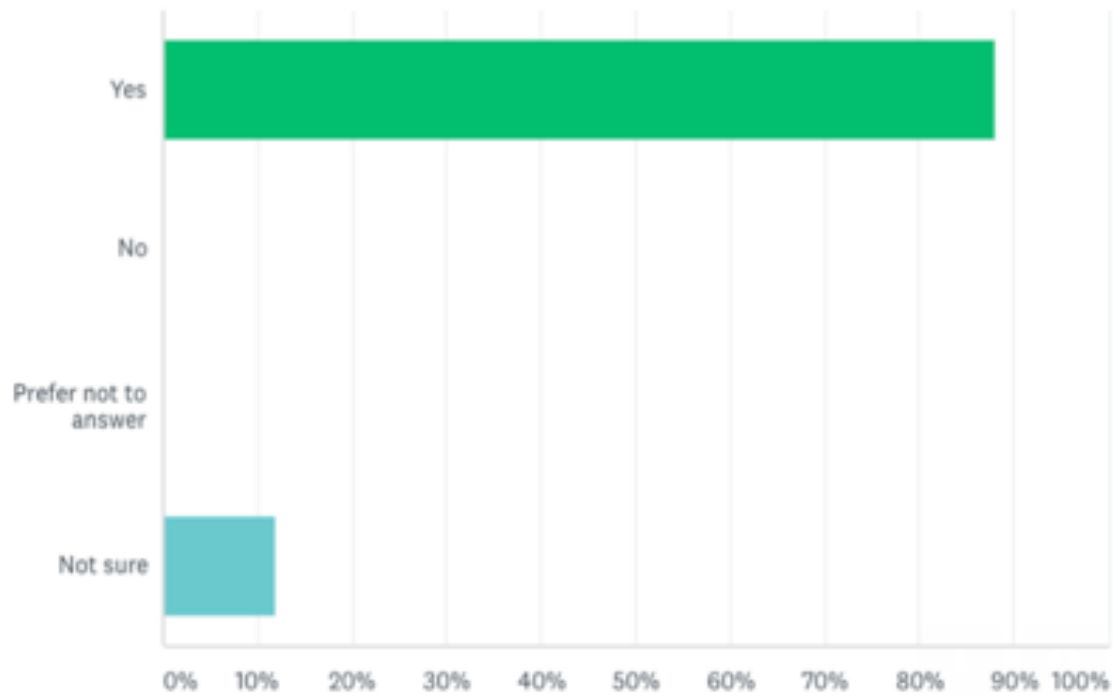
SURVEYS – POST DIALOGUE

Q3



Did you have an opportunity to say what you wanted?

Answered: 25 Skipped: 0



SURVEYS – POST DIALOGUE

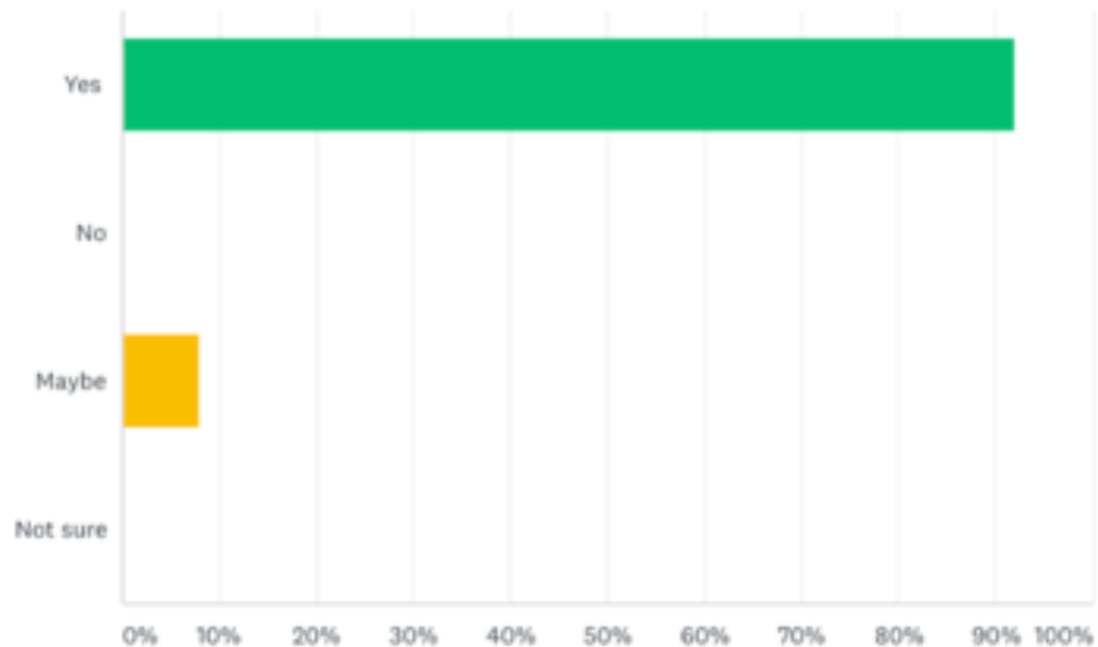
Q4



Customize

Do you believe the process of dialogue is helpful for exploring greater understanding?

Answered: 25 Skipped: 0



SURVEYS – POST DIALOGUE

Q5

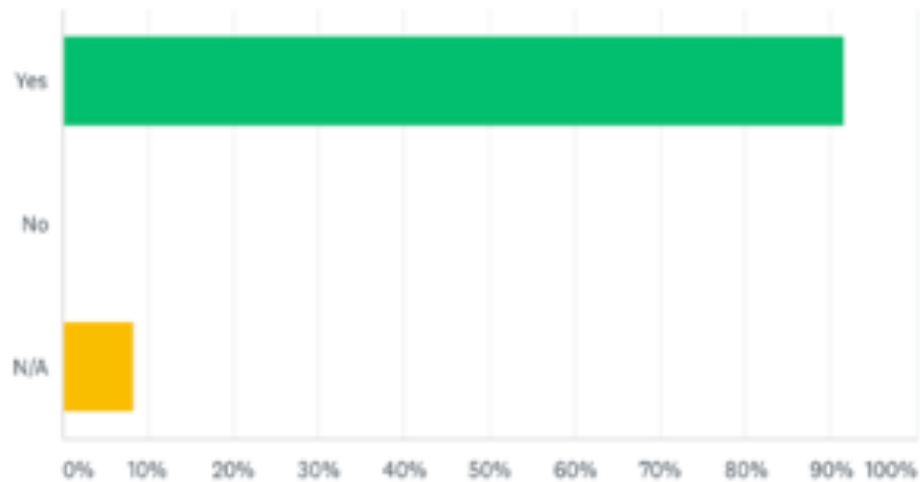


Customize

Save as ▾

Are there any specific actions that you plan to take as a result of participating in tonight's dialogue?

Answered: 24 Skipped: 1



SURVEYS – POST DIALOGUE

Question 5 – Are there specific actions that you plan to take as a result of participating in tonight's dialogue? Text answers Part 1

- Keep searching for those with knowledge
- Keep creating spaces
- Asking questions about how I can be more inclusive.
- Practice dialogue
- Imagining what a whole, healthy society/community looks like.
- Continued observations of humanity and the vast perspectives we all experience life.
- Dive deeper into a day of dialogue, and how to structure dialogue
- I am hoping to start a peer support group for students to support each other. Will also build community.
- Nothing I wasn't already planning to do.
- Talk to my community of friends

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SURVEYS – POST DIALOGUE

Question 5 – Are there specific actions that you plan to take as a result of participating in tonight's dialogue? Text answers Part 2

- Holding space, listening, creating explicit opportunities to have dialogue. Provide/hear feedback.
- Creating a space in each community that I reside in a space for safe dialogue.
- Deploying this method into my work
- Becoming an aware facilitator
- Becoming more intentional around language; listening from the heart; explicitly making intention around drama; space and safety
- I will speak to others and encourage more such experiences, on a range of topics.
- Stepping away from toxic environments to take care of myself
- Yes- I am still processing what this will look like.
- I feel replenished- this was a much needed return to the well.

COMMENTS

FROM COMMUNITY HARVESTING

- *Feeling* more than being able to report back on what was said. Really feeling heard by this group of people.
- Implicit bias questions, what we learned, feeling a sense of commonality and that we are all noticing and all stepping in to things...
- How do we get through that? Step in, the idea that vulnerability isn't a weakness, it is courageous.
- We touched upon how do we bring MORE into the fold?
- The people who came tonight are the people who do care.
How can we take this into the communities where we live and work, when sometimes we don't feel safe.
- Self realization. You could feel people's emotions.
- The powerful stories are stories that we should share. Don't be ashamed to feel and share.



COMMENTS

Here are our key Points:

- Accepting and living and being our authentic selves. Encourage others
- Learning how to shift away about assumptions that we make about others or that others that
- How do you deal with irrational folks? “You come to the table and you come at my crazy, how do I deal with you?”
- Right fighters... How do we set our boundaries?
- Find that clarity in self advocacy, your own reality. When you are in alignment with your own authentic self, you can take a step out and protect your peace.
- Feel that space, protect your purpose.
- The feeling at our table was “light.”

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COMMENTS

It's the Way to Be

- Our theme really focused on being in this America that we live.
- Everything tapped into the belief system, in terms of our implicit biases.
- Tapped into the human conditions, race, economics- those things made us who we are. How do we get out of this? How do we challenge these biases?
- Privilege. How can we utilize what we have here... at Antioch
- White fragility.
- Being in white skin- black skin- brown skin. Challenging our biases. Thinking about the terms we use. When we use terms like “people of color” “black and brown”
- What kind of innovative things can we do in terms of showing up, using our resources.
- Show up- and just listen- be quiet.
- Sometimes- Do we show up?
- Deep reflection.

COMMENTS

- Being in white skin- black skin- brown skin. Challenging our biases. Thinking about the terms we use. When we use terms like “people of color” “black and brown.”
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COMMENTS

- I can't tolerate the lies anymore- this is the catalyst for change.
- We're all in bubbles- we need to come out of our bubbles and get an expansion of perception. If these people made up these rules, then I can make up the rules.
- So the very existence of the mind state that we live in, this is the environment that allows us to make change.
- We kept talking about this metaphor of water- swimming in a river of ideas-

Everybody has to interact with water- it's freeing- it's dangerous- you can die- everybody has memories of water. You basically have to change all your assumptions in the water- when you learn to teach swimming, there is a progression. Wherever you are coming from, you are coming to a different medium, water, and you can learn to navigate – each in our own way –
learn to swim and learn to swim together.

PHOTOS

MAY 29, 2019



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 **GROUND RULES**

- Speaking in "I" statements
- One person speaks at a time
- Deep Listening
- Trust your facilitators
- Step Up / Step Back - Be Brave / Own Your Emotions
- Listen to Understand
- Make Assumptions Transparent
- Learn + Unlearn
- With Hold Judgment

Acknowledge Intent / Address Impact



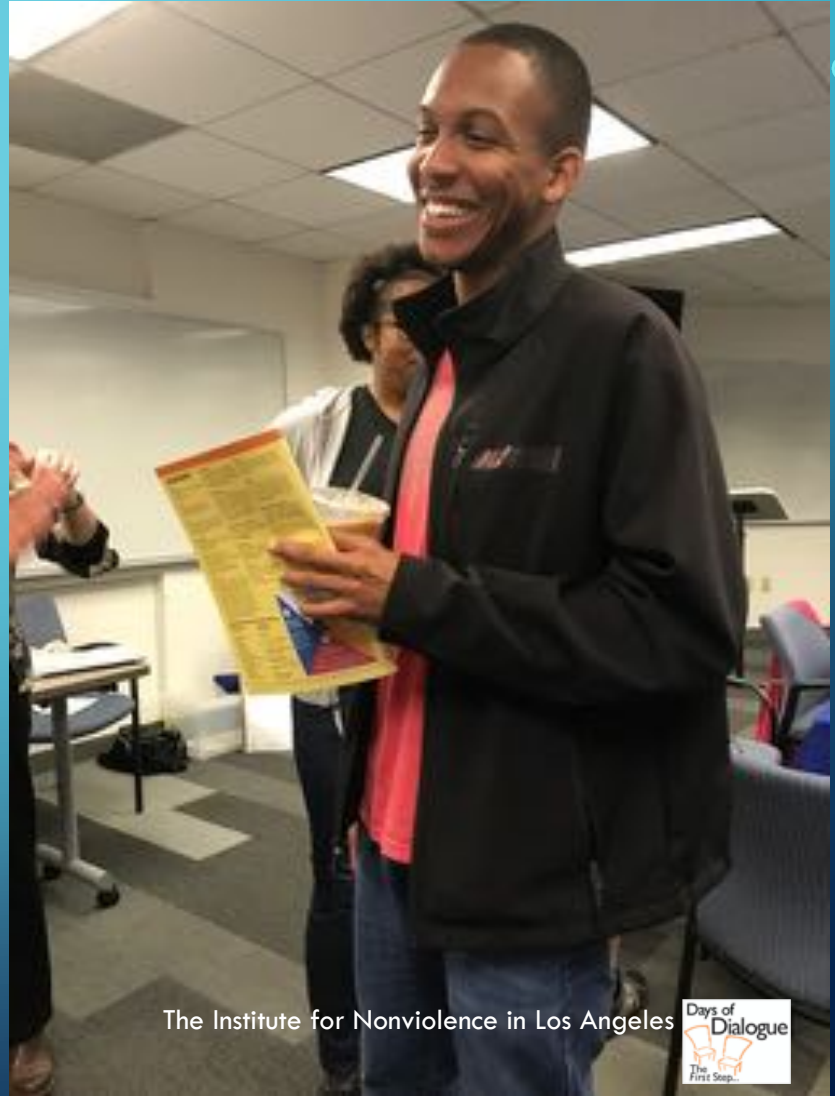




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THANK YOU!
ANTIOCH LOS ANGELES
STAFF, FACULTY, STUDENTS AND FRIENDS

Facilitators

Janvie Cason

Hans Kohler

Marlene Salas

Rev. Carolyn Wilkins

This event was sponsored by The Institute for Nonviolence in Los Angeles



FOR MORE INFORMATION ABOUT DAYS OF DIALOGUE,
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www.invla.org

www.futureofpolicing.org

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