

CULTURAL RESPONSIVENESS (CR) TRAINING PREPARATION

Group Agreements/Ground Rules/Discussion Guidelines

Purpose: Group Agreements set the intention for positive interactions among participants. Mutually agreed upon ways to communicate can help clarify expectations and foster an environment of mutual respect and cooperation. Revisit these guidelines at the start of each meeting to frame potentially challenging conversations or at the end to reflect on the process. Agreements may change as the group becomes more comfortable with each other or discovers new ways of working together. Some examples:

<ul style="list-style-type: none"> ➤ All perspectives are valued; Stay curious & welcome new ideas. ➤ Get comfortable with being uncomfortable – this work might bring up some difficult emotions, and that is okay. Know when and how to take care of yourself. ➤ Listen to understand. <i>Understand what you don't understand</i> ➤ Understand the difference between intention and impact. ➤ Check your privilege. <i>Not everyone has the social privilege and safety net to trust good intentions</i> ➤ Avoid assumptions, speculation, generalizing, side conversations, and personal attacks. ➤ Remember Self-Care: camera on/off, breaks, etc. 	<ul style="list-style-type: none"> ➤ Use Bridging Language – Use unifying “we” and collective solution-focused language; stay away from “us vs. them” language and thinking. ➤ Keep it real, relevant, and concise – Stay on track and table items that are de-railing the work. ➤ Be conscious of body language & nonverbal responses, both in yourself and others. ➤ Share the Air – Make sure everyone is sharing their voice and ideas equitably and equally. ➤ Stay aware of time. ➤ Be present and actively participate, silence electronics.
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Before attending a CR training, please take some time to reflect and answering the questions below:

Self-awareness (Pre-training): Please identify what your experience has been in other spaces, conversations or trainings related to Cultural Responsiveness (CR) in the following areas:

1. Have you noticed yourself feel activated, agitated, triggered, etc. during CR trainings, conversations or in certain spaces before?
 - If so, where and when? What was happening during the time that made you feel upset?

2. Did you begin to feel unsafe during the training/spaces/conversations?
 - If so, when? What was happening during this time that made you feel unsafe?

3. Have any CR topics felt upsetting before? If so, what topics have those been?

4. What CR topics/areas have you realized you have limited knowledge/experience about and need to increase your knowledge/awareness about?

5. What concerns do you have about participating in Cultural Responsiveness trainings?

As you experience the training, please keep in mind the following areas for self-reflection:

Self-awareness (Post-training): As a participant, please identify what your experience was during the training in the following areas:

1. Did you notice yourself become upset during the training? (i.e. you want to check out, physical indications like rapid heartbeat, etc.)
 - a. If so, when? What was happening during the training that made you feel upset?

2. Did you begin to feel unsafe during the training?
 - a. If so, when? What was happening during the training that made you feel unsafe?

3. Did any of the topics feel upsetting? If so, what were they?

4. What topics or areas did you realize you have limited knowledge/experience about and need to increase your knowledge/awareness about?