



Facilitator Training: Moving from Difficult Conversations to Dialogue for Community Action (\$17,000)

Goals:

1. To build interested community members' ability to have difficult conversations around identity-based issues.
2. From the initial participants, 16 to 20 community leaders (8 to 10 teams) will be selected to be trained to facilitate sustained dialogue to collaborative action, building community leaders capacity around divisive topics to community-based solutions.

This project is two-fold:

1. It will build the capacity of Hudson community members to work together by training interested non-profit leaders, city and local government officials, and local educators in proven dialogue to action models.
2. This approach is based on a 30+ year old model of well researched dialogue to collaborative action from the Sustained Dialogue Institute to address organizational and community-wide issues rooted in identity (race, ethnicity, socio-economic status, gender, religion) issues. This training will take place in collaboration with materials from the state government office, the Ohio Commission on Dispute Resolution and Conflict Management, Minnesota's Bureau of Mediation Services, and League of Minnesota Cities which was developed to support city and local government officials as they work together to address community challenges.

How is the project similar or different to other models?

There are many efforts currently to bridge divides. This dialogic model has a proven track record of not only helping those involved to effectively build relationships, understanding and empathy, but also to achieve concrete community action. Few current programs seek both goals: improved relationships and effective community action to address the root issues. The Hudson DEI Alliance is well positioned as a city-wide entity with a mission to address issues for which aspects of identity are at the very route, by cultivating a community dedicated to diversity, equity, and inclusion. This project would increase understanding among the different parties usually involved and help them move from "just talk" to collaborative action including stakeholders' interests.

Challenge or need addressed

Communities struggle to find solutions to meet the needs of diverse constituents using a win-win. While opportunities exist for people to talk, there are few facilitated opportunities available that move, with all key stakeholders, to an implemented plan of action. Participants will learn the skills to facilitate difficult conversations around identity based issues, bridge divides, increase understanding, and work effectively toward a solution meeting needs of all within the constraint of available resources.

Budget Detail and Timeline

Expenses - (\$17,000)

Part 1: Difficult Conversations and Collaborative Decision Making

Participants: Up to 40 people per course

Method: Use CANVAS course platform. Asynchronous (complete at your own pace): 1 – 1.5 hours per week + Synchronous (live) - 2 hours per week

- **Total Number of Hours:** 13 “contact hours”
- **When:** 3 – 3.5 hours per week over the course of 1 month

Part 2 – Facilitating Sustained Dialogue

Participants: Up to 20 people

Method: Use CANVAS course platform. Asynchronous (complete at your own pace): 1 – 1.5 hours per week + Synchronous (live) - 2 hours per week

Total Number of Hours: 9 hours

When: up to 3 hours per week over the course of 3 weeks

Part 3 - Dialogue Practice

- Up to 10 teams of 2+ people each
- One hour practice per team as leads. Remaining trainees engage in the group as dialogue participants providing feedback to those practicing facilitating
- **Number of hours:** Up to 10 hours of practice in total
- **When:** 2 hours per week until completed

Part 4 - Community Dialogue Team Support + Guest Expert Seminars

- 8 to 10 teams
- Up to 8 hours of technical assistance per team as they plan and engage in their dialogues
- Additional set of optional live guest expert technical assistance sessions with dialogue facilitators with 20+ years of experience in community/city-wide dialogue from Essential Partners, Sustained Dialogue Institute and other national dialogue organizations. Up to 6 technical assistance live 1.5 hour Q and A.
- **When:** Takes place as the teams plan and operationalize their dialogues. Up to 6 months from the end of the last training.

Technical Assistance to Dialogue Teams includes, but is not limited to:

- Assisting with planning, participating in planning calls
- Assisting with agenda setting
- Participating in dialogues as an observer/support to the trained facilitators to provide feedback/coaching when not in the dialogues