

Training Manual Template

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Introduction: Basics of Dialog

Introduction

This manual is designed to help train dialogue facilitators. It incorporates elements of cultural consciousness because we believe being of cultural difference is key to facilitating dialogue among diverse groups. Our intent is to use the tools of dialogue to learn and foster positive change.

The manual is a joint project of the Clarkson University Diversity, Equity, and Inclusion Office and Saint Lawrence University.... The primary focus is on student facilitators, but can be used by all who are beginning to develop their dialog facilitation skills.

Types of Dialog



What is dialog?

Dialogue is a distinct way of communicating, seldom practiced in daily interactions. When people with varied viewpoints converse in order to **seek mutual understanding**, they are in dialogue.

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Intergroup Dialogues

Sustained Dialog

Moderating

Multipartiality

Types of Participant Behaviors

Community Guidelines

Defining a Dialog

Working with a Partner

Conflict and Resolution

Trauma-informed Practice

Debriefing

Follow up Actions

Working with Partners

Topics Developed

Domestic and International students

Indigenous and Non-Indigenous

Politics

Athletics v. Non-Athletics

Greek Life (Intragroup)

Appendix

Culture Box (Some Programs Use This Fairly Often On Campus)

Personal Characteristic Wheel

Social Identity Grid

Four Corners

Timeline Exercise

Identity/Culture Icebergs

Exercise - I Am From Poem

Identity Maps: Narrative Sharing Through Text And Art

Listeners' Role

LARA

Active Listening and Communication Blockers

Developing Community Guidelines

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Developing New Topic Training Module

Topic - Intergroup and Intragroup

Low Level Exercise: (community builder/ice breaker) [20 minutes + 5 minute debrief, 25 minutes total]

Facilitation: Define active Listening [2-5 minutes]

Medium Level Exercise: They see / I see (as active listening) [Pairs-90 second 1st speaker; 90 seconds second speaker=3-4 minutes]

Meta facilitation on safety and exercises and debrief [10 minutes]

High Level Exercise: Whole Group Culture Box [1 object that is meaningful from your Greek identity [race, ethnicity, spirituality, athletics, greek life, etc. (culture would be broadly defined) [40 minutes]

Can use/hand out the culture graphics (surface and deep culture)

Break: 15 minutes

Exercise: Dialog Topic Focus

Role play—groups of 3 with pre-selected topics (audience guesses which role player is which form of communication) [5-7 minutes for groups to prepare; 5 minutes per group, 15 minutes]

Debrief: 15 minutes (focus on communication and culture—how communication done in environment when growing up)

Social Identities and Interconnections of Social Identity:

Day 2:

Homework:

Fish bowl (can work for any intergroup training).

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EXAMPLE

Culture (Domestic and International Students)

Guided Meditation (2-4 minutes)

Goal is to clear the participants' minds to bring the focus into the space of meeting

Exercise: Origin of your name(s) (community builder/ice breaker) [20 minutes + 5 minute debrief, 25 minutes total]

Facilitation: Define active Listening [2-5 minutes]

Exercise: What was your favorite holiday/celebration or social event growing up (as active listening) [Pairs-90 second 1st speaker; 90 seconds second speaker=3-4 minutes]

Meta facilitation on safety and exercises and debrief [10 minutes]

Exercise: Whole Group Culture Box [1 object that is meaningful from your cultural identity [race, ethnicity, spirituality, athletics, greek life, etc. (culture would be broadly defined) [40 minutes]

Can use/hand out the culture graphics (surface and deep culture)

Break: 15 minutes

Exercise: Dialogue, Discussion, Debate (handout/explain)

Role play—groups of 3 with pre-selected topics (audience guesses which role player is which form of communication) [5-7 minutes for groups to prepare; 5 minutes per group, 15 minutes]

Debrief: 15 minutes (focus on communication and culture—how communication done in environment when growing up)

Wrap up: Social Identities and Interconnections of Social Identity:

Wrap Up

Day 2:

Homework:

Critical Inventory Index

Discuss intersectionality

Review specifics of your outreach goals

Time line force choice SLU

DEBRIEF ISSUES QUESTIONS ROLE PLAY

Fish bowl (can work for any intergroup training).

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Indigenous and Non-Indigenous

Exercise: Where is home for you? What connects you to that place? (community builder/ice breaker) [20 minutes + 5 minute debrief, 25 minutes total]

Facilitation: Define active Listening [2-5 minutes]

Meta facilitation on safety and exercises and debrief [10 minutes]

Exercise: Ordering Pizza through the Haudensaunee Consensus format [30-45 minutes up to 1 hour]

Break: 15 minutes

Exercise: Listening as a cultural practice - identify ways you were taught to listen or not listen [Pairs-90 second 1st speaker; 90 seconds second speaker=3-4 minutes]

What were you taught about listening?

What were the rules around listening when you grew up

What were the rules around speaking when you grew up

Who was allowed to speak?

Exercise: Dialogue, Discussion, Debate (handout/explain)

Role play—groups of 3 with pre-selected topics (audience guesses which role player is which form of communication) [5-7 minutes for groups to prepare; 5 minutes per group, 15 minutes]

Debrief: 15 minutes (focus on communication and culture—how communication done in environment when growing up)

Social Identities and Interconnections of Social Identity:

Day 2:

Homework: Research the Tribes Nation of New York State

Questions for the intergroup and intra group dialog

Fish bowl (can work for any intergroup training).