

MADA Schedule Template: Radical Empathy

Purple = Moderator #1 facilitates

Orange = Moderator #2 facilitates

5:30pm:

- Arrive and set up
 - Name tags
 - Paper and pens/pencils for sketching
 - Sticky Notes
 - Menus/placecards
 - Release forms (if media is present)

6:00pm:

- Catering arrives and sets up
- Wine and cheese set up

6:15pm:

- Guests begin to arrive
 - Dinner available (iced tea, appetizer, entree and sides)
 - Fill out Name tags
 - Sign release forms (if media is present)

6:40pm

- Invite guests to be seated and set tone for the evening:
 - Make sure everyone has food and is comfortable
 - Moderators introduce themselves and why they're doing this event
- Ground Rules
 - We want everyone to have a chance to share. To create this space:
 - When someone is talking, let's listen and not interrupt, even if they say something that offends.
 - If you think of something you want to say in response and are afraid you'll forget if you don't interrupt, make a quick note. We have sticky notes for everyone.
 - If you hear something that upsets you, instead of making a judgment and saying "You're wrong/bad/crazy for thinking that", try to make "I" statements like "That makes me feel...", or even better, ask a follow-up question
 - If you feel uncomfortable, attacked, or want to otherwise break tension, you can use the noisemaker we provided each person (bell or kazoo, alternatively have a "safe word")

6:50pm

- Invite guests to go around the table and have each person answer:
 - What is your name? What is one thing you hope might happen tonight, and one thing you're worried might happen? (hopes/fears for the dinner)

7:10pm

- Partner icebreakers:
 - Commonalities and Differences
 - 3 minutes to talk to each other and find 3 things you have in common, 3 things you have different. (Moderators demonstrate)
 - Share results with group

7:20pm

- Story Exchange – Introduce
 - The main activity for this evening is our **Radical Empathy Story Exchange**. This is an exercise in **developing empathy and understanding for individuals whose views may not match your own**. For this activity, you will **stay paired up with your partner** from the previous activity and you will each have 15 min to share your answers to two questions we have provided for you. After you share your stories with each other, we will come back together as a group and you will share out **your partner's story in the first person**. The goal of this activity is based off a simple idea: by **listening, internalizing, and sharing back the story of another as our own**, we are able to **deeper understand** one another and build a foundation to **open ourselves up to further inclusive conversations**.

The two questions you will be discussing this evening are:

1. What series of experiences or people have shaped your beliefs?
 2. What about your identity has been shaken, challenged, or enhanced over the past year?
- We have 4 spots set up throughout the space; so you and your partner can find a comfortable corner to spread out in. We've got 30 minutes total for this exercise, so we will let you know when 15 min is up and each pair should wrap up the story they are on and switch to their partner. We have provided you with notebooks as well, so feel free to jot down some notes while your partner is sharing their story. Again, this is **not meant for you to capture your partner's story word for word**, but instead to **listen**, embody, and open yourself up to understand the heart of your partner's perspective.

7:50pm

- Share Out (Moderators alternate inviting partners to share)
 - Wrap up where you currently are and return to the table. Invite someone to start, or ask for a volunteer (try to keep to 5 min per person)
 - After each partner shares:
 - Ask the person whose story it was how it was to hear it from their partner. Anything to add to your story?
 - Does the table have any questions for these two?

8:30pm

- Discussion stemming from empathy exercise
 - Are there any issues that arose from that sharing that you want to discuss?

- Do you think learning about and embodying someone else's story helps you understand other ways of thinking?
- How else can we encourage civil discourse?

9:00pm

- **Closing remarks**
 - Take group photo