

DELIBERATIVE DIALOGUES FOR SUNY LEADERSHIP FORUM

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Dialogues with SUNY: Potsdam's Leadership Forum are the first dialogues with this group of campus leaders. The approach to this dialogue is modeled off previous anti-racism dialogue training with facilitators in Fall 2020 and dialogues within the Environmental Studies Department in Spring 2020.

Dialogues with Leadership Forum would take place over 8 weeks for 90 minutes beginning March 24 and would be limited to 10 participants in each group. Prior to the first session and following the last session, participants will be required to complete a pre and post survey. Each group would be co-facilitated by an outside consultant, Mary C. Parker and SUNY Potsdam's Dr. Michael Popovic, and Dr. Matt LaVine. The facilitation team is supported by Dr. Claudia Ford in pre and post briefing meetings to plan and decide on readings for each week. Separately this group will meet with SUNY: Potsdam President, Dr. Kristin Esterberg to brief on the progress of both groups.

The case for sustained dialogues at the level of University leadership is clear: intentional efforts to deepen self-awareness and reduce the harm caused by systemic oppression. The goals for these dialogues are:

- To deepen knowledge and understanding of concepts related to personal and social identity
- To deepen self-awareness of one's own bias
- To identify and reduce harm to BIPOC community and colleagues
- To increase knowledge of intention and impact of existing DEI work
- To define accountability for sustained work beyond dialogue sessions

These dialogues are crucial to uplifting marginalized voices to build and maintain an inclusive campus climate for students, faculty, and staff. From a business perspective, sustained dialogues can lead to higher retention rates amongst employees - as staff feels valued, seen, and heard - and the possibility for increased student and alumni experiences as students and alums can see themselves, their needs, and interests reflected in the SUNY: Potsdam leadership.

The dialogue methodology was chosen because it emphasizes the affective learning and behavior change that can happen through deep listening and authentic self-reflection. Dialogue methodology requires a skilled facilitator who can assist the group in defining and maintaining group processes and norms. Due to prior experience in Spring and Fall dialogue groups in 2020 there was an intentional choice to recognize that dialogues about race and white supremacy culture are not neutral. As such, facilitators will shift in and out of neutrality to probe participants for further reflection.

WEEK	TOPIC & AGENDA	RESOURCES
1	<p>Welcome and Intention Setting <u>Wednesday & Friday</u></p> <ul style="list-style-type: none"> ● Welcome and Introductions ● Dr. Claudia Ford Address ● Ground Rules ● Roles ● Closing 	<ul style="list-style-type: none"> ● Pre-Survey: https://bit.ly/SUNYPreSurveySpring21 ●
2	<p>Setting Intentions and Disrupting Hope <u>Wednesday</u></p> <ul style="list-style-type: none"> ● Session Recap ● Participant Reflections ● Ground Rules ● Our Roles ● Dialogue Goals ● Dialogue on Resources ● Closing <p><u>Friday</u></p> <ul style="list-style-type: none"> ● Session Recap ● Participant Reflections ● Hope as a Privilege ● Ground Rules ● Dialogue on Resources ● Closing 	<ul style="list-style-type: none"> ● How we can start to heal the pain of racial division - Ruby Sales ● RaceWorks Video Collection <ul style="list-style-type: none"> ○ Encouraged to watch all, if you can't please sure to watch 1,4,7,9 ● Are You Ready to Talk Toolkit
3	<p>White Supremacy Culture <u>Wednesday</u></p> <ul style="list-style-type: none"> ● Session Recap ● Participant Reflections ● Overview of white supremacy culture - 4 I's of Oppression ● Dialogue on WSC - Large group ● Dialogue on WSC <ul style="list-style-type: none"> ○ Breakout rooms ○ Report Back ● Whiteness Project Videos & dialogue ● Closing 	<ul style="list-style-type: none"> ● Kenneth Jones and Tema Okun, "White Supremacy Culture," 2001, http://www.csworkshop.org/PARC_site_B/dr-culture.html ● Whiteness Project, https://whitenessproject.org/checkbox ● Wednesday WSC ● Friday WSC
4	<p>Waterlines and Whiteness <u>Wednesday and Friday</u></p> <ul style="list-style-type: none"> ● Opening Question - 4 I's of Oppression ● Addressing Group Dynamics ● Iceberg ● Commonalities ● Whiteness Project Videos & dialogue ● Closing 	<ul style="list-style-type: none"> ● The Four I's of Oppression as Buddhist Practice — ray lewey ● Social Identities and Systems of Oppression ● Wednesday Week 3 WSC

5	<p>Identifying Harm Caused to BIPOC MARY NOT PRESENT</p> <p><u>Wednesday</u></p> <ul style="list-style-type: none"> ● Opening- Problematic harm <ul style="list-style-type: none"> ○ 4 I's of Oppression ● Explain Mary's absence ● Chauvin case (Optional) ● Intent v Impact - Breakout Rooms <ul style="list-style-type: none"> ○ Focus on defensiveness ● Causing harm as white people ● Closing <p><u>Friday</u></p> <ul style="list-style-type: none"> ● Opening- Problematic harm <ul style="list-style-type: none"> ○ 4 I's of Oppression ● Role of white people in harm ● Closing 	<ul style="list-style-type: none"> ● Why I'm no longer talking to Whitepeople about race ● Dear white people: Being an ally isn't always what you think ● If you're really woke, you will listen when we call you out for causing us harm
6	<p>Identifying Harm Caused to BIPOC MARY NOT PRESENT</p> <p><u>Wednesday and Friday</u></p> <ul style="list-style-type: none"> ● Opening- Understand how and why of how harm impacts BIPOC ● WSC within institutions ● Campus specific examples of WSC <ul style="list-style-type: none"> ○ Breakout rooms ● Report back from BR Groupings ● Closing 	<ul style="list-style-type: none"> ● Individual emails reflecting on intent v. impact + specific feedback ● From White Racist to White Anti-Racist by Tema Okun: http://www.dismantlingracism.org/uploads/4/3/5/7/43579015/white_ide_nity_ladder_2013.pdf
7	<p>Interrupting Harm Caused to BIPOC</p> <p><u>Wednesday and Friday</u></p> <ul style="list-style-type: none"> ● Opening - Harm what is the impact, when is it caused? ● Scenarios in Breakout Rooms ● Report Back from Breakout Rooms ● Johari's Window ● Closing 	<ul style="list-style-type: none"> ● Johari's Window ● Week 7 Scenarios <ul style="list-style-type: none"> ○ Wednesday Scenarios ○ Friday WSC Scenarios
8	<ul style="list-style-type: none"> ● Action, Next Steps, and Closing <p><u>Wednesday and Friday</u></p> <ul style="list-style-type: none"> ● Welcome and Dialogue Recap ● Accountability and Action ● Dialogue Dos and Don'ts ● Dialogue Reflections ● Storyline ● Closing 	<ul style="list-style-type: none"> ● Post Survey: http://bit.ly/SUNYPostSurveySpring21