

Wildcat Dialogues - Script for Facilitators

My Story - Your Story - Our Story

AGENDA - In-Person on Nov. 8

- 6:30 DOORS OPEN** – K-State Student Union Ballroom
Assist students/groups in filling rows. Rows will correspond to discussion groups. Make sure there is a facilitator for each row.
- 7:00 PROGRAM BEGINS**
Introduction & Welcome
Student Stories - Video
Reflection of personal identities on handout
- 7:40 MOVE TO SMALL GROUP DISCUSSION LOCATION**
Lead students to your assigned location in the Union (see map).
- 7:45 SMALL GROUP DISCUSSION**
- **Getting Started - 10 minutes**
 - –Introductions: My Poem
 - –Overview of event
 - **Guidelines for Our Time Together - 5-8 minutes**
 - –Skills of Dialogue
 - –Commitments to Each other
 - **Video Reflection - 5-8 minutes**
 - **Identity - My Story - 25-30 minutes**
 - --Introduce "My Story - Your Story - Our Story" (5 min)
 - --Facilitator shares question, their story, and students reflect (5 min)
 - --My Story - Each person reflects and shares (15-20 minutes)
 - **Your Story - 5-8 minutes**
 - --Synthesize and reflect on stories
 - **Our Story - 5-8 minutes**
 - --Imagining the future & articulating action steps
 - **Closing: Next Chapter - 5 minutes**
 - –Wrap-up/next steps
 - –Invite to take survey
- 9:00 SHARE GOODBYES AND HEAD TO SOCIAL**

AGENDA - Virtual Session

- Thursday, Nov. 9 from 4-6pm

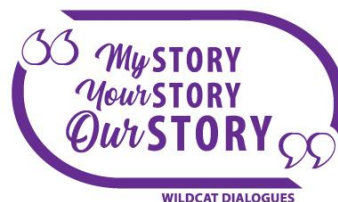
**Join Zoom link ~5 minutes before your start time and have your video on

We will be in the main Zoom room for ~45 minutes for the program, then we will invite you and other group members to join a breakout room. You will have ~1 hour to facilitate a small group discussion.

SMALL GROUP DISCUSSION

- **Getting Started - 10 minutes**
 - –Introductions: My Poem
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Our goal: How do we create a community of belonging for all at K-State?



Big Picture	Sample Script
<p>10 minutes Getting Started --Introductions: Madlib (5-7 min) --Share overview of program (1-2 min)</p>	<p><u>Getting Started:</u></p> <p><i>Welcome! Thank you so much for joining us for Wildcat Dialogues. I am glad you are here. My name is XXX and I am a --- Sop/Jun/Sen in XMajor or XYZ faculty/staff member -- and I am looking forward to getting to know you all.</i></p> <p><i>Today is all about the K-State community - our big question is “How do we create a community of belonging for all at K-State?”</i></p> <p><i>This is important because we are all K-Staters. We often call ourselves a K-State family to communicate a sense of belonging. But, belonging has to be created intentionally. This event is a step in doing that.</i></p> <p><i>ADD NAMES? Add what else you could be doing tonight OR one word to describe yourself. Etc. boring fact about yourselves.</i></p> <p><i>We’re going to start by getting to know each other with a game. On the back side of your handout you’ll see a short introduction called the “I am From Poem”. It’s like a MadLib! Fill this out and we’ll each read it...and, don’t think too hard about it, just use the first words that come to mind!</i></p> <p><i>Let’s start with XXX (pick a student to share).</i></p> <p><i>Let each student share. To facilitate this you could 1) call on each student, 2) ask the student to name the next student to go, or 3) let students randomly share.</i></p> <p><i>Thank you for introducing yourselves - this is just the beginning of us getting to know one another! I’d encourage you to use one another’s names as much as possible.</i></p> <p><i>For the next hour or so we will:</i></p> <ul style="list-style-type: none"> - <i>First, we’ll talk more about why we’re here discuss some dialogue skills and commitments to each other</i> - <i>Reflect on what we heard during the main program and stories</i> - <i>Then, we share our own stories through “My Story, Your Story, Our Story”</i> <p>Transition: <i>Any questions before we begin?</i></p>
<p>5-8 minutes Guidelines for our time together --What is dialogue? Skills of dialogue (3-4 min) --Commitments to Each Other (3-4 min)</p>	<p><u>Guidelines for our time together</u></p> <p>What is dialogue? <i>Our event is called Wildcat Dialogues. Our hope is to build connections around commonalities. We are all here to learn from one another.</i></p> <p><i>We want to take a few minutes to get on the same page about what dialogue is and some of the essential skills we want to practice today:</i></p> <p><i>Ask if someone would be willing to read “What is Dialogue?” portion, then pass it to another person to read the “5 Dialogue Skills” (located on their handout)</i></p>

What is Dialogue?

- Dialogue is a collaboration in which people work together towards **mutual discovery** and **shared understanding**.
- It is a process for considering **many perspectives** and finding **agreement** to move forward.
- Dialogue assumes many people have the answers to hard questions or challenges, and that **together**, they can **craft new possibilities** for action.

5 Dialogue Skills:

- 1) Listen to understand, not to respond.
- 2) Practice empathy.
- 3) Identify underlying values.
- 4) Practice saying, "Yes (acknowledge and affirm), and..."
- 5) Practice perspective taking.

For our purpose today, dialogue helps us create a place of belonging together - we want to be intentional to listen, learn, and act in a way to move us forward, even if the task is challenging.

These are probably things that make sense to us, but for me, they are a lot harder to put into practice. For instance, a lot of times when we have difficult conversations it's easy to slip into debate, rather than stay in dialogue.

Facilitator select one of these questions:

- *As you consider what we just heard about dialogue, which of the skills are most difficult to put into practice and why? Or,*
- *Which ones are most important for us to practice today and why?*

As students share, be ready to follow-up with helpful examples or tips that elaborate on these skills. For example:

- *For us to practice empathy and perspective taking, if I were to share "I grew up in a violent household..."*
 - *An empathetic response would NOT be: "My cousin also grew up in a violent household so I understand."*
 - *Whereas an empathetic response would be: "Thank you for sharing that with me. That must have been a really difficult experience."*
 - *What do you hear is the difference between those two responses?*

Today we are going to be listening to stories and also sharing our own stories. As we engage with one another, we want to be sure to practice these skills.

Commitments to Each Other

*Now, let's spend some time talking through how we can create an empathetic and safe environment. Remember, the challenge we are dialoguing through is: **how to create a community of belonging for all at K-State**. I want to share our "ground rules", or our **Commitments to Each Other** as we engage today. Would someone be willing to read these aloud?*

Ask another person to read the "Commitments to Each Other":

	<ul style="list-style-type: none"> ● Be 100% present, extending and presuming welcome ● Seek understanding and common ground ● Be curious: expect and explore conflicting viewpoints ● Listen deeply and with empathy ● Embrace courage over comfort ● Assume best intentions and appreciate differences ● Respect confidentiality <p><i>Do you have any questions or thoughts about these commitments? Or, are there any other expectations or ground rules that you would like to add that could benefit our group?</i></p> <p>Allow for discussion, if needed. You might also encourage them to share what these commitments will look like in action.</p> <p><i>Thank you for agreeing to these Commitments to Each Other - I hope these will allow us to get into important conversation and learning.</i></p> <p><i>I also wanted to talk a little about my role. I am here to support our group and to guide us through this dialogue, but this is really a space for you all to talk with one another. This is your experience and I'm here to help us keep moving forward, so I'll be asking questions that elevate each person's voice.</i></p> <p>Transition: <i>Does anyone have any questions about the purpose of the event before moving further?</i></p>
<p>5-8 min Video Reflection</p>	<p>Reflect on Student Stories from Video</p> <p><i>You had the opportunity to hear from some of your fellow K-State students who generously shared their stories with us. Overall they shared stories about their identities and how that influences how they belong at K-State.</i></p> <p>Facilitator can select which question(s) to ask):</p> <ul style="list-style-type: none"> ● <i>I'm curious to hear - what was most impactful to you in the stories you heard?</i> ● <i>What was something interesting you heard or a reflection you have after listening to our speakers?</i> ● <i>How did you feel listening to these stories?</i> ● <i>What did you hear in the stories that you can relate to?</i> ● <i>What stood out to you the most and why?</i> ● <i>What was something that surprised you?</i> ● <i>Whom did you identify with the most in the stories and why?</i> <p>(Let each person share - you may need to call on people)</p> <p>Transition: <i>Thank you for all sharing. I enjoyed hearing your takeaways from the speakers and hope we can build on them as we continue. We will put these ideas into practice now through a process that follows "My Story - Your Story - Our Story."</i></p>
<p>25-30 minutes My Story --Introduce "My Story -</p>	<p>Identity - My Story</p> <p>Introduce "My Story - Your Story - Our Story" (5 min)</p>

Your Story - Our Story”
(5 min)
--Facilitator shares question, their story, and students reflect (5 min)
--My Story - Each person reflects and shares (15-20 minutes)

The theme of today is My Story, Your Story, Our Story. Storytelling is a powerful tool to foster dialogue. We each have had many experiences that build together to form “My Story.” We start here because it is important to reflect on our own lived experiences - including how our cultural and social identities have shaped and been shaped by our life experience.

You heard students in the video share stories related to different aspects of their identity. Now, it’s our turn to think about our own identities.

You started reflecting about your identities by using the identity wheel on your handout. This wheel shows some of the core or internal dimensions of our identity in the inner circle - such as, physical ability, race, gender, and age - and some of our external or secondary dimensions on the outer circle - such as educational experience, or geographical location. And, there are many impactful aspects of identity that are not shown here. We know that our identities shape how we see and experience the world.

- In-person: **As you look at the identities you circled, which identity feels most important to you? Turn to the person next to you and tell a story about how this identity has influenced your life.** Let group members share for a couple of minutes.
- Virtual: *I’m going to give you a minute to look and think about this question: **As you look at the identities you circled, which identity feels most important to you and why?***
 - **Would 2 or 3 people be willing to tell a quick story about how this identity has influenced your life?**

Facilitator shares question, their story, and students reflect (5 min)

Now, you are invited to think about what you want to share for “My Story.” Here is a prompt to guide you:

- **Tell a story about a time when you experienced belonging, and/or a time when you did *not* experience belonging.**
 - **How did your identities influence that experience?**

This question is on the bottom of your handout. Each of you will have 1-3 minutes to share your story with our group.

Before I give you time to work on your stories, I’d like to share my story with you all. We are in dialogue together, and I hope we’ve created a space where we can all share and learn from one another. I want you to know I would not ask you to do something I wouldn’t be willing to do.

Share your story. (1-3 minutes)

Thank you all for listening. Now, take a few minutes to think or write individually about the story you will share. Remember, “My story” is simply a retelling of only part of your much larger story and life experience. Some participants may share stories about their identity that span multiple years, while others may share stories that only lasted a few seconds. All stories are equally significant, and we recognize that a variety of stories will contribute best to our collective intercultural learning.

	<p>Use a timer for 2-3 minutes or watch until the group looks ready.</p> <p>My Story - Each person reflects and shares (15-20 minutes) <i>Let's come back as a group. Everyone will get a chance to share if they like. If you don't want to share this with the group, that is okay. You can simply say: pass.</i></p> <p><i>Who would be willing to go first?</i></p> <p>Please watch the time carefully - approximately 1-3 minutes per student.</p> <p>Let group members share. Throughout the sharing process, be sure to acknowledge individuals for sharing and remind students that this is an opportunity to learn and listen to others. And If someone does not want to share, that is okay.</p> <p>Examples of what you might share to acknowledge and affirm:</p> <ul style="list-style-type: none"> ● Thank you for being vulnerable and courageous as you shared your story. ● I appreciate your willingness to dive deep into identity and belonging. ● We recognize that sharing your story can be a challenging thing to do, and really appreciate your willingness to engage. <p>Encourage your group members to share affirmations or shout-outs to the speaker, or allow for a quick time to visit after.</p> <p>Transition: <i>Thank you to everyone who shared. While I know you only shared one part of "My Story" with us, I genuinely appreciate the opportunity to learn a little about you.</i></p>
<p>5-8 minutes Your Story --Synthesize and reflect on stories</p>	<p>Your Story</p> <p><i>Next we are going to move into dialogue around "Your Story"</i></p> <p><i>Let's spend the next 5-10 minutes reflecting on making connections on what we heard. I'd like to remind us again of our Commitments to Each Other, and the skills of dialogue we are seeking to practice. We likely heard both similarities and differences in each others' stories. Let's stay curious and open to shared exploration.</i></p> <p>Facilitators can select from the questions below. Select the ones you think will be best to engage dialogue and shared learning. You do not need to ask or cover all of them.</p> <ul style="list-style-type: none"> ● <i>As we think collectively about ALL of the stories we heard, what are 2-3 words that would describe your experience listening to others' stories?</i> ● <i>What has been shared that resonates? What's surprising or challenging? Has something been said that makes you feel uncomfortable?</i> ● <i>How do others' stories around identity differ or contrast from yours?</i> ● <i>How do our stories around identity shape how we see and experience the world?</i> ● <i>What tension(s) do you feel, based on the sharing of the stories of self?</i> ● <i>What is one thing you find difficult to talk about with people who come from a different background than you?</i> <p>After students have shared a bit, ask this question:</p> <ul style="list-style-type: none"> ● <i>After hearing all of these stories, how do we understand why people may or may not experience belonging at K-State?</i>

	<p>As students share, utilize the facilitation techniques provided during training to help keep dialogue going and respond to students' questions or comments.</p> <p>Transition: <i>Let's move on to the last part of the process - "Our Story."</i></p>
<p>5-8 minutes Our Story --Imagining the future</p>	<p>Our Story <i>Achieving a community of belonging for all is an aspiration that we strive to achieve, and we can all play a role in creating this reality.</i></p> <p><i>As we seek to build a community of belonging at K-State, I ask you to think about this question (also on handout):</i></p> <p><i>If you were to think about telling a story about K-State - one where we created a community of belonging for all - what would you envision? What would our campus be like, look like, or act like?</i></p> <p>Let students share. Follow-up with: <i>We each can play a role in creating a community of belonging for all. What commitments or steps could you take in this upcoming year?</i></p> <p>As students share ideas, encourage students to be specific in naming behaviors, activity, or actions they can put into practice at K-State. Here are some ideas if your group is stuck:</p> <ul style="list-style-type: none"> ● Introduce yourself to someone you haven't met yet in class. ● Speak up if you see someone treated unfairly ● Learn more about a cultural tradition or political perspective that is different from your own. ● Read through K-State Today to find activities, programs, and events that can broaden your experiences and introduce you to new individuals and student groups on campus. ● Participate in KSUnite, K-State's annual conference on diversity, equity, inclusion, and belonging, taking place this year from Nov. 14-16. ● Attend ... ● Visit websites or read books on ... <p>Pending on where your group goes, here are some follow-up questions that may help generate ideas:</p> <ul style="list-style-type: none"> ● <i>How can you grow curiosity, ask deeper questions, and embrace differing perspectives in order to learn from others?</i> ● <i>How can you be an advocate for someone of a different race, gender, sexual orientation, or faith?</i> ● <i>What could you do differently or more boldly to help create belonging for all? What are some practical steps you can take to put these ideas into action? What will you do differently or more intentionally moving forward?</i> ● <i>Are there stereotypes that are reinforced within the campus that we could challenge? How?</i> <p><i>It is important to recognize this is the beginning of this conversation. We are so excited that you are taking this first step tonight. This work takes time, but it is something that is very important to us, collectively being responsible for and creating the K-State community.</i></p> <p>Transition: <i>It is time to wrap up and share a few final thoughts and next steps...I like to</i></p>

	<i>think of this as our “Next Chapter.”</i>
<p>5 minutes Closing: Next Chapter --Thank you and takeaways -- Get involved in other ways – Survey – Social</p>	<p>Closing: Next Chapter</p> <p>1) <i>First, I want to thank each of you for your presence, engagement and sharing. (add in personal reflection).</i></p> <ul style="list-style-type: none"> ● <i>Would anyone like to share your most important takeaway from this experience? Or what was most meaningful for you? What might be your first action step?</i> <p>2) <i>Wildcat Dialogues is the start of dialogue and not the end. We now get to shape together our “Next chapter” through the next steps we take. K-State is a campus community rich with unique opportunities and incredible student groups. I want to encourage you to get involved in other ways during your time at K-State that we can continue to build a community of belonging for all.</i></p> <p>3) <i>Please take a few minutes right now to complete the anonymous feedback survey about your experience with Wildcat Dialogues - it is very important for us to learn how to shape this program for future years. (scan QR code on handout)</i></p> <p>4) <i>Lastly, you’re all invited to a social hosted by the Union Program Council on the first floor across from Radina’s.</i></p> <p><i>Thank you again for joining me. I am excited to see the ways in which you all contribute to the K-State Story!</i></p>