Community Building, October 29
Facilitation Suggestions for Discussion Prompts
By Kitty Gogins

The discussion on October 29 has a case study included in the discussion prompts. Unlike for our normal questions, this prompt would be better handled with more back and forth interaction and building on each other's ideas than allowed in the circle format. As facilitator, you will want to make sure all voices are heard and no one dominates. If someone hasn't spoken up, you want to make space for them to comment if they wish. You could ask, "XXXX, do you have anything you would like to add?"

This case study is based on a real-life example. The case study prompt states: You are a member of a local community organization with equity as a core value. You are attending a planning meeting for an event your organization hosts every year and will be held in just under one year. The interest in the event has always greatly exceeded the seating capacity and one committee member has challenged the group to look at the process to obtain tickets with an equity or anti-racist lens. They have observed that while the interest in the event is broad, attendees over time tend to be white, middle/upper class.

a. The normal process you use is first come first serve, with tickets becoming available 11 months in advance at 9 am on the first Monday of that month. You require the $100 ticket to be paid in full at purchase.
b. Use the Anti-racist Lens tool provided to aid in your discussion.

If your small group feels there is any missing information that they need for the discussion, please feel free to make it up.

In discussing this case study, the Equity Lens tool provides valuable questions to ask as you look at the process. In case needed, here are some ideas to help prompt discussion for each Equity Lens question. Don't feel like the group needs to cover all the different ways people are advantaged or the various other prompts provided under each question.

• Who benefits?
  o From first come first serve? People who are familiar with how the system works and know to look for the sign up
  o From holding sign up 11 months in advance? People who own houses or who have otherwise stable living locations

- From 9 am sign up time on a Monday? People who are not at work at that time or have flexible jobs that allow making personal calls
- From requiring full payment of $100? People who have $100 not needed to pay for basic living expenses, people who have enough financial security to invest in something that doesn't occur for a long time, people with certainty that they will be in the area in 11 months

For who is disadvantaged…opposite situations

- How is it systemic?
  - Is this occurring because of the actions of one person?
  - Is it likely to continue to occur even when people in the organization change?
  - Is it consistent and constant so that disparities in outcomes have developed between the groups over time?

- Why does it persist?
  Here are some possible reasons:
  - Decision makers were oblivious to the racial disparities in attendees
  - Decision makers never considered that their policies and practices were creating the racial disparities
  - The organization was not receiving complaints
  - The people in the decision makers circle of friends and acquaintances were able to get tickets

- Whose voices are needed?
  - People from groups that are interested in the event but are underrepresented in attendance

- What needs to change? [Input from missing voices are key to help define change]
  Here are some ideas:
  - Expand where advertise the event to increase awareness in non-traditional audiences?
  - Consider changing to a lottery v. first come first serve?
  - Put tickets on sale at a more convenient time for non-traditional audiences?
  - Allow a payment plan, not requiring full payment up front?

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The Equity Lens

Who benefits?	• Who benefits from the current system? How? • Who is disadvantaged by the current system? What is the impact on them?
How is it systemic?	• How is this a systemic or institutional issue? • How does this deliver on our vision, mission and values? If not, what was the original intent?
Why does it persist?	• Why has this not been addressed? • Is it serving some function, for some people?
Whose voices are needed?	• Which stakeholder voices are we missing and need to be brought to the table?
What needs to change?	• What would need to change in the current system to provide equitable outcomes? • Is the needed change within our circle of influence? • How can we build powerful coalitions to reduce barriers and drive change?