Principles of Practice
Four Race Relations Approaches

Principles of Practice	Race Relations 2020	Action Evaluation (ARIA)	Search for Common Ground	Appreciative Inquiry (BDP)
Facilitators/Third Parties	• Co-facilitators of different races are preferred for modeling and creating an affirming space for interracial work • Facilitators must be engaged, vulnerable, and willing to share their own insecurities, doubts or fears.	• The third party carries four distinct roles: process design, data gathering, data analysis/proposal development, and meeting facilitation • Facilitation follows a clear agenda and ground rules • The third party gathers and analyzes information and uses a qualitative research approach to sorting, synthesizing and grouping responses	• The facilitator begins by learning what has taken place and identifies key and potential leaders and organizations that can serve as local partners • A central role of the facilitator is to make connections among local resources, leaders and organizations, as well as between these assets and non-local assets	• The third party facilitates the appreciative inquiry process as partial insiders • The facilitators coach neighborhood residents to become leaders of the process • Third parties do not mediate but orient residents to inquire into life-giving experiences
Confidentiality and neutrality	• We are part of the "we" created among participants • The level of respect engendered in each group promotes the possibility of sharing information outside the group	• A third party made up of outsiders works best when it integrates its work with existing power structures • Confidentiality is central to the process	• With less focus on the conflict itself, confidentiality is less of an issue • Confidentiality also depends on the particular tool being used in a situation	• Neutrality is inconsistent with appreciative inquiry so facilitators intentionally focus on the positive • Confidentiality is antithetical to changing the narrative of the community

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Process	• Structured exercises in the preliminary sessions build trust to be able to enter into more intense dialogue. • Detailed scenarios provide an educational component • There is no roadmap telling exactly where the group is going; it is a journey that includes tough terrain • It is an emergent design, where the substance and activities are modified in light of what occurred in the previous session • Move from individual transformation to social change • The process is designed to produce a sense of connectedness and identity among diverse participants • The process is organic, not one of simply tearing down racism	• Broad and deep grassroots input is essential • Internal identity groups need a safe space to explore their values and hopes and should therefore have separate, confidential meetings • Move from superficial to more personal motivation, passion and values • Individuals in internal identity groups go through the change process at different paces • Negotiation takes place within each internal identity group • Do not create a coalition of the willing against the old way or old power structure • Youth are a marginalized group that must be brought into the process through specific strategies	• Go into a situation with an entire toolbox of techniques developed by others • Graft onto existing strengths in a community—both leaders or organizations—the missing element or program component • Like a judo match with conflict, the facilitator tries to absorb the blows sometimes; other times he/she redirects it. The conflict is living and transforming and one must keep looking for an opening • Helping people connect the dots is a major part of the process • Find "common grounders"—those people who have a similar approach to conflict situations and who value working with others to constructively transform the situation • Do large scale or highly visible projects to get a minimum critical mass to change the way they talk about the community • Action precedes feeling, dialogue alone can build understanding, but only working together builds trust	• Create a compelling focus that invites people into the process rather than challenging people's prejudice or racism • Shift the focus away from racial conflict or prejudice to moments of cooperation • The 5-D process strategically discovers the best of what has been to create a shared vision of the future, from which action can be planned and implemented to increase life-giving experiences between races and to change organization and structures • Co-construct the future by envisioning a harmonious community based on actual experiences of cooperation across diversity • Engage the whole system in the process • Create positive and intimate experiences with those different from oneself to transform images and the perceived identity of "the other."
Goals	• Short term: increase the degree to which people are better able and more willing to talk across race about racial issues • Long-term: people turn the increasing diversity into the primary source of richness it can become	• Translate passion and concerns into values and goals for a new future. • Using an analytic framework, create consensus among all stakeholder groups. • Build new problem solving attitudes, relationships, and	• Increase the capacity of community leaders to work cooperatively • Increase participation of marginalized populations across racial lines and among youth • Increase connections across	• Increase diverse participation in block clubs and other community involvement opportunities in the neighborhood. • Reduce racial tensions by discovering and promoting stories and principles of

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	• Ultimately: undo racism through this individual transformation, where people gain insights and new attitudes that they take back with new behaviors in their spheres of influence	methods for the community to use after the formal process is completed.	sectors to build partnerships • Increase opportunities for people to express and build shared visions.	comfortable diverse relationships. • Change the narrative and identity of the neighborhood from one of racial tension to one of harmony and inclusion.
Content	• Diverse participants come together to share openly from their past, where stereotypes come from and use their communication skills to really listen and challenge one another. • Content is driven by the group around a theme presented by the facilitators	• Action Evaluation is a data-driven, group process • The community process in Action Evaluation sets the agenda for the legal process that follows	• Content is determined in coordination with the partners identified in the emergent design • Success is when people are telling a different story about the community	• Content is co-constructed by a diverse cross-section of the community • Amidst known racial tensions are stories of cooperation, friendship and unity across racial lines • The outcome of the dream phase is a new theory of cooperative diverse relationships that emerges from analysis of the stories and guides the development of future action • Best practices from the community are highlighted as illustrative case studies