## Principles of Practice
### Four Race Relations Approaches

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<th>Principles of Practice</th>
<th>Race Relations 2020</th>
<th>Action Evaluation (ARIA)</th>
<th>Search for Common Ground</th>
<th>Appreciative Inquiry (BDP)</th>
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| **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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<td>• 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</td>
<td>methods for the community to use after the formal process is completed.</td>
<td>sectors to build partnerships</td>
<td>comfortable diverse relationships.</td>
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<td>• Increase opportunities for people to express and build shared visions.</td>
<td>• Change the narrative and identity of the neighborhood from one of racial tension to one of harmony and inclusion.</td>
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<td>Content</td>
<td>• 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.</td>
<td>• Action Evaluation is a data-driven, group process</td>
<td>Content is determined in coordination with the partners identified in the emergent design</td>
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<td>• Content is driven by the group around a theme presented by the facilitators</td>
<td>• The community process in Action Evaluation sets the agenda for the legal process that follows</td>
<td>• Success is when people are telling a different story about the community</td>
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<td>• Amidst known racial tensions are stories of cooperation, friendship and unity across racial lines</td>
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<td>• 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</td>
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<td>• Best practices from the community are highlighted as illustrative case studies</td>
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