

## Small Group Guide

- Review the agreements and process
- Everyone works to ensure people follow the agreements

## Conversation Agreements

Read the agreements aloud. Will everyone in the group adhere to the agreements?  
Will everyone help the group follow the agreements?

### Agreements

**Open-mindedness:** Listen to & respect all points of view.

**Acceptance:** Suspend judgement as best you can.

**Curiosity:** Seek to understand rather than persuade.

**Discovery:** Question assumptions, look for new insights.

**Sincerity:** Speak from your heart and personal experience.

**Brevity:** Go for honesty and depth – don't go on and on.

**Self-compassion:** Take time out for self-care if you get overwhelmed. It's okay to turn off the camera or leave the conversation.

### Process

During the first 2 rounds each person has an opportunity to respond directly to a question. Although in virtual conversations, there is no talking object, the idea is that only one person speaks at a time. Everyone else listens. You may choose not to speak.

In Open Dialogue anyone can speak at any time and respond to others. Continue to follow the agreements. When you speak, be as brief as possible, and when others speak, focus on listening.

**Round 1 (about 10 min) Be Brief!**

Share your name, where you live, and something about your family roots – Tell about a grandparent or share where your ancestors came from, for example.

**Round 2 (about 10 min) Be Brief!**

The U.S. was founded on principles of freedom at the same time that it allowed legal slavery and subjugation of African people. How do you reconcile these dueling inheritances in your own mind?

**Open Dialogue (25 min) Interact. Respond to each other.**

What have been the consequences of slavery for Black, Indigenous, People of Color (BIPOC)? For white people? For America as a whole?

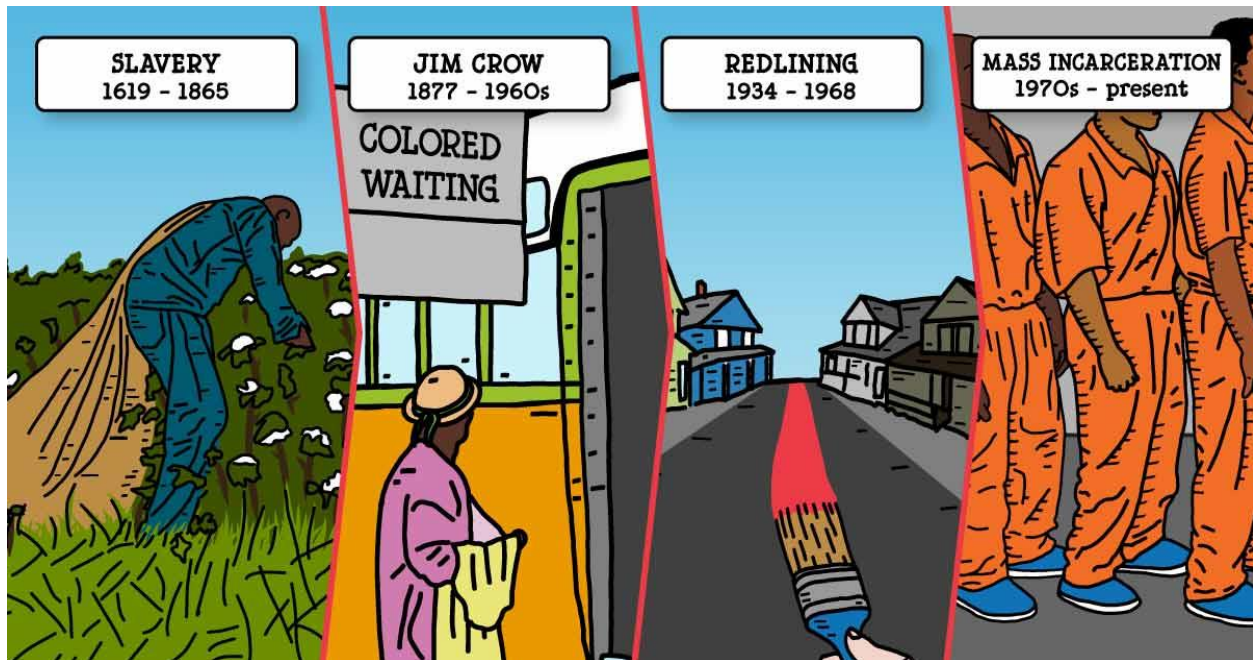
**Questions to go deeper:** What happened that led you to this point of view? ; How does this affect you personally? ; I'm curious, can you say more about that... ; Here's what I heard...is that what you mean?

**If you reach a lull consider some of these questions:**

- Slavery was abolished over 150 years ago – why are we still dealing with its repercussions?
- How are slavery and racism related?
- What can America do to truly reconcile our history of slavery and racism with our principles of freedom and opportunity?
- Does your own family have any stories related to slavery or its consequences?
- What does slavery have to do with today's racial wealth gap?
- How do you feel about reparations for slavery?
- Consider how slavery and its legacy may have impacted Dayton.
- How was slavery similar/different from treatment of other people – Native Americans, Chinese and Japanese for example?

**Round 3 (5 minutes) Be Brief!**

Briefly! What's one way America can move forward?



**What Is Redlining?** Redlining is an unethical practice that puts services (financial and otherwise) out of reach for residents of certain areas based on race or ethnicity. It can be seen in the systematic denial of mortgages, insurance, loans, and other financial services based on location (and that area's default history) rather than an individual's qualifications and creditworthiness. Notably, the policy of redlining is felt the most by residents of minority neighborhoods.

<https://www.investopedia.com/terms/r/redlining.asp>

300,000+ people brought to the U.S. from Africa during the slave trade

4 million enslaved people - 1860 U.S. Census

40+ million Black people - 13% of U.S. population -2016 US Census estimates