

Kit One

Finding our way in this work

Group Reflection Guide





Finding our way in this work

Half an hour together (or more?)

While your Pathways group will meet for longer, we request that you set aside 30 minutes of that time to share something from your individual reflections.

Hosts: how to use this with your group

We are suggesting a thirty-minute activity that moves from small conversations to a large group share-out. Use or deviate from this guide as you see best. Please let us know if you need more support from us for future sessions.

It might be useful to remember some of the RJP agreements, including:

CONFIDENTIALITY: let's not share another person's story, neither outside this group nor among group members. You can share what you learned, but not the specific details. Each person's story is theirs to share.

AGENCY: share only what you feel comfortable sharing.

TAKING CARE: this work can touch you, deeply. If at any point you feel overwhelmed or in distress, please step away and take care of yourself.

A suggested guide for your group conversation is on the next page...



Group conversation guide

1. Small groups

Group size: trios

Time: ±20 minutes

Break into groups of three, with this as the Invitation to the groups:

Share what came up for you as you thought through the questions in the individual reflection guide. Please manage your time so everyone has equal time to share. And please give one another the gift of listening with full attention. The goal is not to “discuss” what’s said, but to express openly and really hear one another.

2. Group harvest

Group: Everyone gathered in one group

Time: ±10 minutes

Invitation: Let’s listen for themes that came up in the small groups.

This can be done in two ways:

Group by group: Ask each trio to share two or three themes that emerged in their conversation, or...

Popcorn style: Let anyone share a theme they heard in their group.

We suggest you ask people to take a ten-second pause between each comment, to give the process a sense of spaciousness.

Capture? It’s up to you whether to capture these themes on the wall as you go.

Share? Put stuff on the wall? Did something juicy, puzzling, or otherwise noteworthy come up? Share it in the Mighty Network!



Note: Who is in what group?

You decide, of course. Sometimes it's valuable to let everybody self-select. And sometimes it's easier to count off 1, 2, 3, or use some other means to break out easily. An option is to suggest that people sit with folks they don't know so well. When people choose their own groups, they often wind up with the people they are most familiar and comfortable with. That's good when the conversation invites vulnerability, but less good for building new relationships.

We prefer self-selected small groups when people are sharing more vulnerable information. If we do something else so that people are grouped with people they didn't choose to join, we often give folks the option to move to another group without question.



Team for this kit

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OSU Racial Justice Pathways

This document is part of the OSU Racial Justice Pathways set of learning and reflection kits. Visit racial-justice-pathways.mn.co to listen to the audio mixtape that accompanies this guide, find more resources and guides, and join your colleagues in applying these ideas to your own life and work.

Questions or comments? Email hello@fitassociates.com.

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