



This is a five session interview series on Racism, Diversity and Inclusion. The goal is to get people in a room that are diverse and pair them up to listen and discuss together. The research in Contact Theory suggests when people come together to listen and share in a safe environment they will begin to empathize and conflict moves toward resolution. You can use these videos in gathering of small or large groups, facilitating a written content and group exercises. The sessions can be shaped by church or organization based on need and preference.

SESSION1 - AWARENESS | Many people today are unaware of the personal and institutional discrimination in our countries history. We will take the time to hear the story of racism and how that has affected our culture today.

- Listen to Intentional research on video
- Group exercise on becoming “Generous listeners”

RESOURCE: Create a video consisting of a narrator with graphics and clips to tell the story. Video would have clips of respected history professors of multiple ethnicities.

SPEAKER: Dr Adam Green

SESSION2 - ACKNOWLEDGE | Once we can understand the history of bias and discrimination we can begin to acknowledge our own conscious or unconscious bias’.

- Unaware - learn historical backdrop
- Evaluate Conscious and Unconscious bias
- Group share about personal discoveries

RESOURCE: Create a video of multiple people and ethnicities sharing their own stories of personal discovery. Create a classroom session that can be read and facilitated by others.

SPEAKER: Dr. Pooja Bambha-Arora

SESSION3 - ACTION | When we have been made aware and have acknowledge what part we have played we can begin to take action to change how we think and relate.

- Group exercise on developing a “new mindset”
- Talk and share about how hearts can change [This is the spiritual teaching around the heart of loving you neighbor that can be left in our taken out]
- Identify personal action steps

RESOURCE: Create a classroom session that can be read and facilitated by others.

SPEAKER: Dr David Anderson - Gracism, Multicultural Ministry Handbook

SESSION4 - ACCOUNTABILITY | Taking action is always best when we develop accountability. This session will work through ways we can take personal and community action with accountability.

- Group teaching on action and accountability
- Community leaders that have taken practical action steps and can offer attendees opportunities and ideas to do the same.

RESOURCE: Create a classroom session that can be read and facilitated by others.

SPEAKER: Dr. Soong-Chan Rah - Many Colors: Cultural Intelligence for a Changing Church, The Next Evangelicalism: Releasing the Church from Western Cultural Captivity, “Mercy and Justice.”

SESSION5 - ALIGNMENT | This final step is the teaching and work around cultural and institutional change that can cause change when we all agree to love our neighbor.

- Group teaching on alignment - cultural and institutional
- Group discussions on impact of sessions
- Commitment ceremony

RESOURCE: Create a classroom session that can be read and facilitated by others.

SPEAKER: Kurt Owens - Bridge Builders