

The orientation is to prepare you for the four-week DOR Advanced Series. This orientation describes the entire series and what you can expect from each session. It describes the format, the facilitators' roles, your roles, and offers ground rules.

It also gives logistics and tools that are used in the virtual setting.

The facilitators will review this information at your first session. You will need to prepare for the session by reading the orientation beforehand to be ready for the DOR Series. We are looking forward to having your voice in the conversation.

#### What each session covers:

- **Session 1: Introduction to RACE—The Power of an Illusion Documentary** – Experts from the film describe the various themes in the documentary, and instructors from UC Berkeley describe ways in which they use the documentary in their instructions.
- **Session 2: The Difference Between Us** – Episode 1 examines the contemporary science - including genetics - that challenges our commonsense assumptions that human beings can be bundled into three or four fundamentally different groups according to their physical traits.
- **Session 3: The Story We Tell** – Episode 2 uncovers the roots of the race concept in North America, the 19th century science that legitimated it, and how it came to be held so fiercely in the Western imagination. The episode is an eye-opening tale of how race served to rationalize, even justify, American social inequalities as “natural.”
- **Session 4: The House We Live In** – Episode 3 asks, if race is not biology, what is it? This episode uncovers how race resides not in nature but in politics, economics, and culture. It reveals how our social institutions “make” race by disproportionately channeling resources, power, status, and wealth to white people.

- **Dinner and Dialogue** – And finally, the tradition before social distancing was to offer an opportunity for participants to join in a social gathering we call Dinner and Dialogue. Now that we are virtual, we ask the group to determine what they would like to do in the context of social distancing. We can talk about that at the end of the series to determine as a group whether you would like a social gathering and how you would like to carry out that tradition.

## **LOGISTICS AND ORIENTATION DETAILS**

The orientation sets the tone for the entire series, and this information will help you get the most from each session.

### **Some best practices for a virtual dialogue:**

- The Zoom chat box is open until the session starts to keep as much of the in-person experience as possible. All comments need to be made openly and honestly during the conversation. This way, everyone is included in the conversation.
- We have found that being live on camera is vital to the value of the conversational experience. If there are times during the session you need to leave the conversation, then of course it's OK to turn off your camera until you return.
- Use mute when others are in the room or if you expect any outside noises. Remember to unmute when you are ready to speak. (Everyone will be on mute upon entering the gathering.)
- We find that raising your hand as you would do in person when you wish to speak works best instead of using the hand-raise icon on Zoom. There are times when you have a spontaneous thought and that is OK too.
- There will be a 10-minute break that we will announce midway through the dialogue.

## HOW THE DIALOGUE PROCESS WORKS

The sessions are timed. We start and end at the appointed time. This is to honor your time and to let you know what you can count on from us.

## HOW TO PREPARE FOR EACH DIALOGUE SESSION

To get the most out of each session:

- Review the assigned materials beforehand.
- Make notes on those things that stand out to you in the assigned materials so that you will be prepared to talk about those things in the session.

## ROLES OF PARTICIPANTS AND FACILITATORS

We would like to describe what is expected of you, as participants, and what you can expect from us, your facilitators.

### **Participant's Roles and Responsibilities:**

1. Actively and honestly participate in the discussions.
2. Demonstrate respect by listening attentively to others.
3. Remain open-minded and allow open discussion of experiences.
4. Attend at least three of the four sessions.
5. Review the assigned material before each session.

### **Facilitator's Roles and Responsibilities**

The facilitator is a neutral, non-evaluative, non-judgmental process (not person) manager. The facilitator is neither the traditional chairperson nor the traditional decision-maker.

1. The facilitator never competes with the group members.

2. The facilitator helps the group break fixation by offering problem-solving strategies and making process comments.
3. The facilitator respects and defends the group members and their ideas from attack.
4. The facilitator does not permit anyone to be put on the spot.
5. The facilitator keeps the group focused on the task.

Now that we have defined our role as facilitators, when necessary, remind us of our responsibilities.

### **The ground rules are:**

- Be honest.
- Remain live on camera, except when you need to leave your space temporarily.
- Let us know when you are not going to be at a session. (Your voice is missing when you are not here.)

Are there any ground rules you would like to add? If not now, you can always add them anytime during the series. Does everyone agree to these ground rules?

### **FORMAT OF EACH SESSION**

We begin each session with a 15-minute reflection time. This time is set aside for you to talk about whatever is on your mind from your week. It can be thoughts, observations, and experiences. It can also include what you have seen in the news, articles you've read, people you have talked to, direct experiences, or just thoughts that have come to your mind around the subjects we have been discussing, including memories. Anything you wish to bring up, those 15 minutes are open for that.

Then, we will begin the topic for the session. A key part of the format is the three topic areas. The topic areas are put in question form. We call them Topic Questions. They help guide the discussion in a way that leads to a more complete conversation than what is typical when talking about race. Too many conversations about race

are reduced to debates, bull sessions, conversations that go in all directions, or conversations that do not go anywhere.

### **A description of the format and how it works:**

**Topic Question 1** looks at the information in each article/video and asks what stood out to you the most? In other words, what got your attention?

**Topic Question 2** asks you where you recognize, have experienced, and/or observed instances of racism related to the specific session's topic that we are on that day.

We take a **10-minute break** at the midpoint in the dialogue. This is during Topic Question 2.

**During the break**, the facilitators have a discussion with each other to look at where the conversation has gone in the first half of the session and discover what might need further exploration or what can expand the conversation. **After the break**, the facilitators bring back those discoveries and continue with Topic Question 2.

**Topic Question 3** focuses on what you would like to see done or changed, and what you can see yourself doing.

### **BENEFITS OF ORIENTATION**

As facilitators, we work to help keep the conversation focused and move toward a more full and meaningful conversation. For that, we use a few tools that you may not see us using, but we want you to know what is going on. We use a timing sheet and give each other timing cues. This helps us distribute the time between the three topic areas in the format so that we can get to all three topic questions. We tell you this so that you can relax and focus on having a great conversation while we will do the rest.

These details are an important part of creating a space for open, honest, and brave conversation. We will do everything we can to make sure that is what you will experience.