

Diversity in Dialogue (DID) Program
An initiative of the Harambee Institute

2010 Facilitator Training Application GUIDELINES

*****PLEASE READ THIS DOCUMENT COMPLETELY BEFORE APPLYING*****

Diversity in Dialogue Program History:

In Nashville, Diversity in Dialogue (DID) began under the leadership of the Nashville Coalition Against Racism (NCAR) in 1996. In 1998, NCAR partnered with the **Scarritt-Bennett Center** for the purpose of bringing community-wide dialogue circles to Nashville and Middle Tennessee. Today, DID is a program of the Scarritt-Bennett Center, an organization with a strong commitment to the eradication of racism and to the celebration of diversity. In Nashville, the program focuses primarily on race relations and diversity, but can be used to address a variety of issues such as police & community relations, immigration, schools, unemployment, youth, and neighborhoods. To date, over 3,000 people in Nashville have gone through DID and have participated in “honest conversations” about sensitive issues.

What are DID Circles?

DID circles are comprised of 8-12 diverse individuals who meet regularly for two hours a week for between 4 and 7 weeks to dialogue about critical issues. By having trained facilitators lead the circles each individual is able to share their feelings, opinions, and thoughts in an open and honest way in an environment free of being attacked, defensive, or critical. Each person has a voice in the dialogue and by listening to the diverse perspective of others, participants gain valuable insight that can lead to change or a better understanding of their own and other’s views.

Facilitator Training

(A) Application:

> Requirements:

- Must be 21 years of age and up to apply.
- Must have fully attended a DID dialogue circle as a participant or must be registered to participate in a 2010 Winter Series DID dialogue circle at the time of application. (Please see enclosed for more information).
- Must be fluent in English.

> Process:

- The application is a 2-step process:
 - **Step 1:** submit a completed application form by the **deadline of January 15, 2010**. A panel from the SBC will review all applications. We recommend you **submit your application as early as possible**.
 - **Step 2:** those candidates who qualify will be contacted by January 22, 2010, and scheduled to go through a 30-minute individual interview in person with one or more representatives of the DID program **between January 25 and January 31, 2010**. Interviews will take place at the SBC. Those selected from the personal interview will be contacted between February 5 and February 10, 2010, and invited to go through the facilitator training.

(B) Training:

> Details:

- This is a 33-hour training that is free of charge to applicants who are selected to go through the training.
- Location: Scarritt-Bennett Center (SBC), 1008 19th Ave. South, Nashville, TN 37212.

> Initial Training:

- **Phase 1: Orientation and Pre-training – 4 hours:**
 - Overview of the DID program. Trainees must attend **one day of session A, and one day of session B**. Conducted by Diana Holland, Dialogue Circle Coordinator.
 - **Dates/Times:**
 - > Session A: EITHER Sat., Feb. 20, 2010, OR Sat., Feb. 27, 2010, from 10:00 am to 12:00 pm**
 - AND**
 - > Session B: EITHER Tues., Feb. 23, 2010 OR Tues., Mar. 2, 2010, from 6:30 to 8:30 pm**

- Phase 2: Intensive Training – 9 hours:
 - Day 1: Overview of racism and diversity issues in this country and their widespread impact.
 - Day 2: To learn the “nuts and bolts” of becoming a Facilitator using the Study Circles model.Both days conducted by John Fenner, Everyday Democracy, National Facilitator Trainer.
 - Dates/Times:
 - > **Day 1:** Fri, Mar. 12, 2010; from 6:00 pm to 8:00 pm
 - **AND**
 - > **Day 2:** Sat., Mar. 13, 2010, from 9:00 am to 4:00 pm
 - Phase 3: Hands-On Practice Sessions – FOUR sessions at 2 hours each – 8 hours:
 - Facilitation hands-on practice. Conducted by Diana Holland, Dialogue Circle Coordinator.
 - Dates: All sessions from 6:30 to 8:30 pm
 - > **Session 1:** Mon., Mar. 15, 2010
 - > **Session 2:** Tues., Mar. 16, 2010
 - > **Session 3:** Tues., Mar. 23, 2010
 - > **Session 4:** Tues., Mar. 30, 2010
 - > **Continuing Education:**
 - SIX 2-hour sessions – 12 hours
 - Attendance is required to 4 of 6 sessions in order to remain as an active facilitator.
 - Dates/Times:
 - **Session 1:** Wed. Apr. 21, 2010 – 11:00 am to 1:00 pm
 - **Session 2:** Wed. May 19, 2010 – 6:30 pm to 8:30 pm
 - **Session 3:** Wed. Jun. 16, 2010 – 11:00 am to 1:00 pm
 - **Session 4:** Wed. Aug. 18, 2010 – 6:30 to 8:30 pm
 - **Session 5:** Wed. Sep. 15, 2010 – 11:00 am to 1:00 pm
 - **Session 6:** Wed. Oct. 20, 2010 – 6:30 to 8:30 pm
- (C) Agreement:**
- Trainees who complete the FULL training sign an agreement with SBC (on an “independent contractor” basis), which is reviewed and available for renewal at the end of every calendar year, depending on the assessment of each facilitator's performance and skills.
 - Facilitators must commit to facilitating at least 2 community (or negotiated by SBC) dialogue circles for the term of the agreement.
 - Facilitators are paid \$25 per session facilitated (each session is a maximum of 2 hours, and each dialogue circle has a maximum of 6 sessions). Please note that if you are employed by an organization that hosts a DID which takes place during your regular working hours, you will not be reimbursed for facilitating THAT DID circle.

For questions regarding the facilitator training requirements and selection process, please contact Kim Johnson, Vice President of Programs and Community Relations, Scarritt-Bennett Center, at 615-340-7450.

For all other inquiries regarding the DID program, including the facilitator training and application, please contact Diana Holland, Dialogue Circle Coordinator, Scarritt-Bennett Center, dholland@scarrittbennett.org, 615-367-3878.