



EVERYDAY DEMOCRACY

Civic Engagement Process: Dialogue to Action

American Library Association

Annual Conference

Friday, June 23, 2017

BECAUSE OUR DIVIDED NATION NEEDS
CONVERSATION MORE THAN EVER.

ALA American
Library
Association



THANK YOU TO OUR PARTNERS



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ONLINE LEARNING

Introduction to
Dialogue & Deliberation
March 9, 2017



World Café
April 6, 2017

Everyday Democracy's
Dialogue to Change Process
May 1, 2017



SERIES 1: LEARNING SCHEDULE

IN PERSON TRAINING



Everyday Democracy's
Dialogue to Change
For Public Libraries
Serving Large, Urban Communities
June 23, 2017

TODAY'S PRESENTERS



Gwendolyn Whiting

Director of Training
and Leadership Development
Everyday Democracy



Valeriano Ramos, Jr.

Director of Strategic Alliances
and Equity Officer
Everyday Democracy



Richard Frieder

Senior Associate
Everyday Democracy



Gwen Wright

Senior Associate
Everyday Democracy



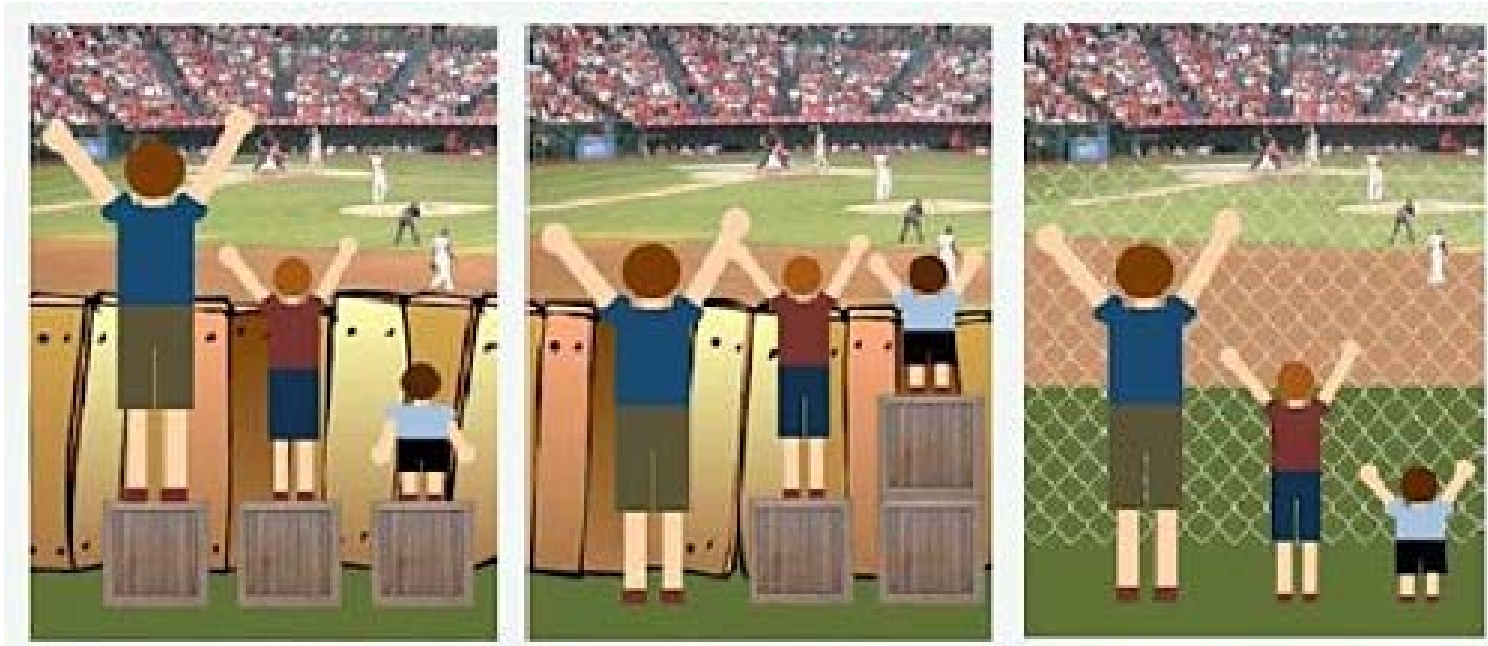
Everyday :
Democracy

Ideas & Tools for Community Change

AGENDA

- ▶ Welcoming Ups and Downs
- ▶ Deliberative Democracy with an Equity Lens
- ▶ Dialogue to Change Process
 - ▶ Power of Conversation
 - ▶ Organizing and Recruitment (Simulation)
 - ▶ Overview of Facilitated Conversations
 - ▶ Experience and Practice a Sample Dialogue
 - ▶ Planning for Action and Sustaining the Process
- ▶ Wrap Up and Closing

EQUALITY VERSUS EQUITY



EQUALITY VERSUS EQUITY



In the first image, it is assumed that everyone will benefit from the same supports. They are being treated equally.



In the second image, individuals are given different supports to make it possible for them to have equal access to the game. They are being treated equitably.



In the third image, all three can see the game without any supports or accommodations because the cause of the inequity was addressed. The systemic barrier has been removed.

DELIBERATIVE DEMOCRACY WITH AN EQUITY LENS

Equitable, inclusive democratic change happens when:

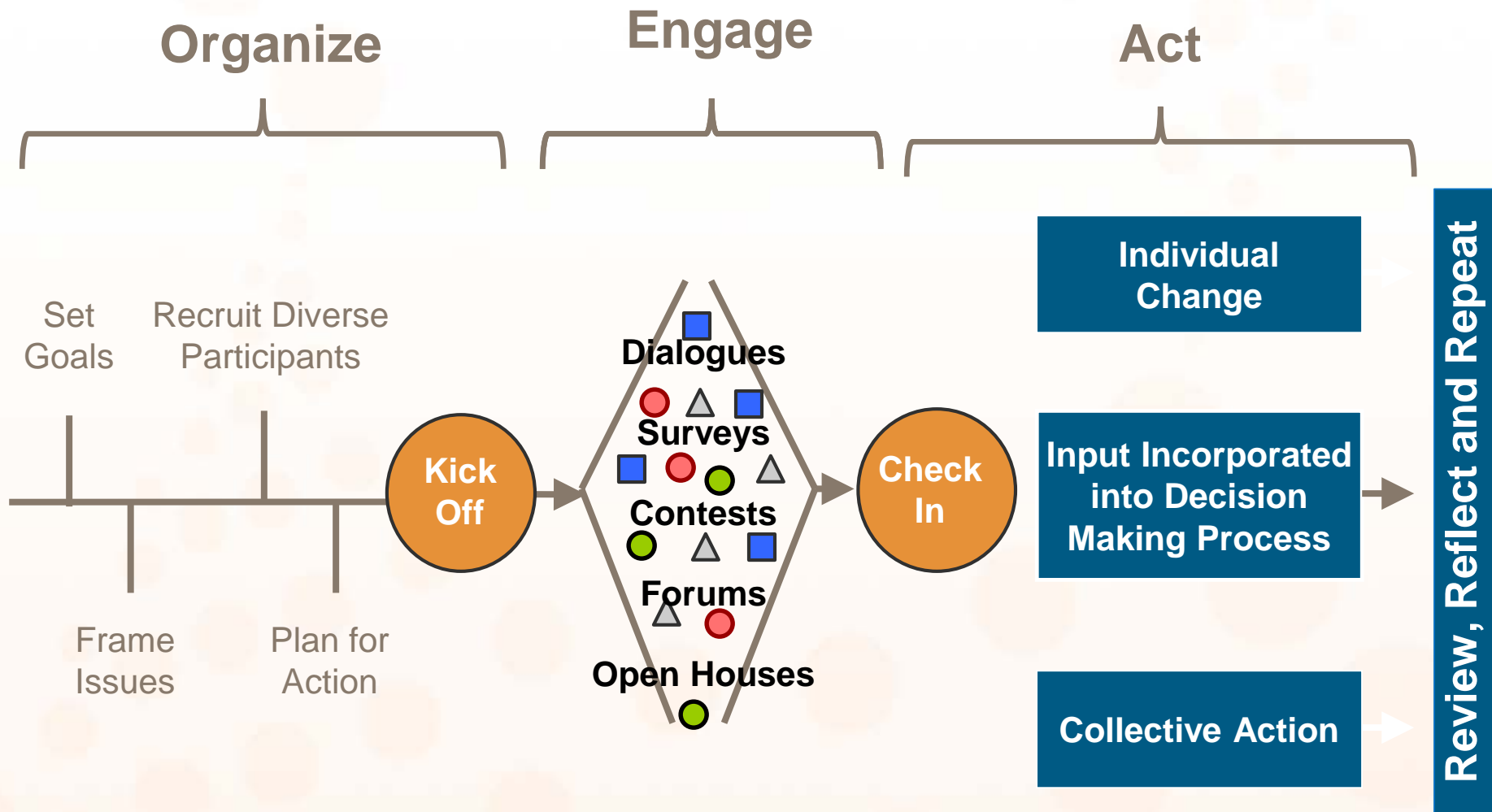
- ▶ People from all walks of life have opportunities to speak honestly with each other, and develop trusting relationships.
- ▶ People, organizations, systems and institutions work together for common good.
- ▶ Policies, decisions and problem solving reflect everyone's voice; particularly those who have been marginalized or excluded.

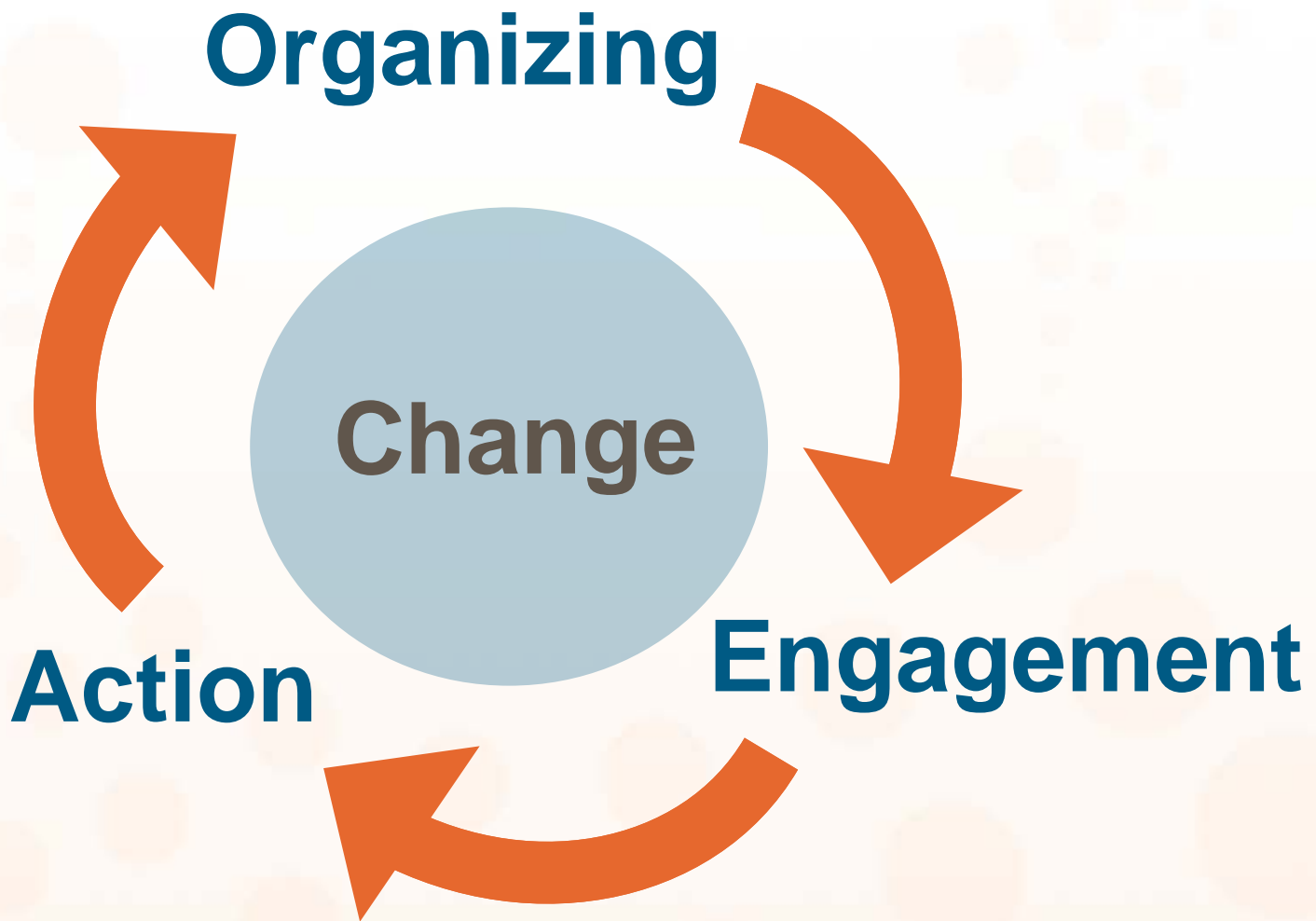
THE POWER OF CONVERSATION

What is a Study Circle or a Small Group Dialogue?

- ▶ A small diverse group of eight to twelve participants.
- ▶ Meets regularly over a period of weeks to address a critical public issue in a democratic and collaborative way.
- ▶ Led by an impartial facilitator.
- ▶ Does not require consensus, but uncovers areas of agreement and common concern.
- ▶ Progresses from a session on personal experience of the issue, to sessions on many viewpoints, to strategies for action.

HERE'S HOW IT WORKS...





ORGANIZING AND RECRUITING

A Community-Wide Study Circle Program (Community Conversations)

1. Getting Started
2. Clarify the Issue and Create Discussion Material
3. Build Your Team
4. Develop a Plan
5. Share the Work of Organizing
6. Hold a Round of Circles
7. Sustain Your Program and Expand the Impact of Your Work

ORGANIZING FOR INCLUSION

▶ Build Relationships

▶ Organize for Inclusion

- ▶ Form a diverse organizing committee
- ▶ Frame issues in ways that are balanced and accessible
- ▶ Recruit and train diverse facilitator teams
- ▶ Hold events in the right place and the right time
- ▶ Provide supports so everyone can participate

▶ Share Power

- ▶ Share decision-making
- ▶ Establish clear links between the engagement process, decision-making, and power
- ▶ Ensure inclusion of people with diverse backgrounds, as well as differing viewpoints

EVERYDAY DEMOCRACY ORGANIZING SIMULATION

Goal of the Game:

To help participants experience what it takes to recruit people into a coalition and gather the different skills and sectors needed to organize a dialogue-to change community engagement initiative.

- ▶ Each of you will be given a badge that identifies you in a role and area of expertise. Keep this visible for everyone to see.
- ▶ The reverse side of your badge will hold a description of your interest(s) and what will motivate you to join a coalition.
- ▶ Use this info in responding to the person trying to recruit you into a coalition.

FACILITATOR AND RECORDER TRAINING

Recruitment

- ▶ Intentional inclusion

Basic Facilitation Training

- ▶ Establishing a safe space for conversation
- ▶ Active listening
- ▶ Assuring everyone has a voice and is heard

Training Provided by Everyday Democracy

- ▶ How to request training
- ▶ Time and cost?

A SAMPLE DIALOGUE

Focus Area: Thriving Communities - Working Together to Move from Poverty to Prosperity for All

- ▶ **Session One:** Describe a time when you or someone close to you struggled to make ends meet. What was it like? How did others react?
- ▶ **Session Two:** Lets create a vision for our community. What are the words to describe our vision of our community when it is thriving? Top 3 –Prioritize.
- ▶ **Session Three:** Why is there poverty?

PLANNING FOR ACTION

The Action Forum

- ▶ A tool for combining the work of individual study circles or small group dialogues.
- ▶ Groups share ideas for actions; helps participants move to individual and collective actions.
- ▶ Participants can join or create action efforts.
- ▶ Usually held no more than two (2) weeks after the round of circles.

SUSTAINING THE PROCESS

Establishing 'Action-Teams'

- ▶ Identify someone who can help get each team started; Knows a lot about the issue.
- ▶ Include Senior Leadership and others with Professional Expertise on some Decision-making power on the issue.
- ▶ This helps the teams learn more about the issue and gives more access to official-decision making channels.

QUESTIONS AND EVALUATIONS





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COMING NEXT

Fall/Winter 2017

Series 2: For academic libraries

- ▶ **Webinar 1**, Introduction to Dialogue & Deliberation for Academic Libraries
- ▶ **Webinar 2**, Essential Partners' Reflective Structure Dialogue Method
- ▶ **Webinar 3**, National Issues Forum
- ▶ **In Person Workshop**, featuring National Issues Forum, 2018 ALA Midwinter Meeting in Denver

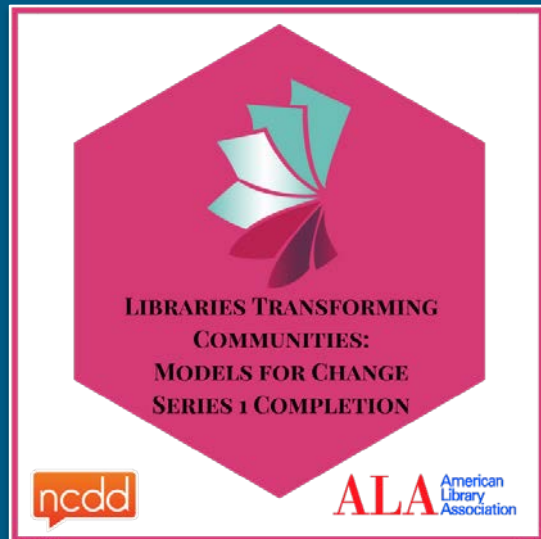
Winter/Spring 2018

Series 3: For public libraries serving small, mid-sized and/or rural communities

- ▶ **Webinar 1**, Introduction to Dialogue & Deliberation for public libraries serving small, mid-sized and/or rural communities
- ▶ **Webinar 2**, featuring Conversation Café
- ▶ **Webinar 3**, featuring Future Search
- ▶ **In Person Workshop**, featuring Future Search, 2018 ALA Annual Conference in New Orleans

CLAIM YOUR BADGE

INSTRUCTIONS



1. Visit www.credly.com
2. Create an account or login
3. Click on “Claim Credit”
4. Enter “LTCPublic5” to claim badge

Libraries Fostering Community Engagement at Annual

Libraries Foster Community Engagement Member Initiative Group Meeting

Date: Sunday, June 25, 2017

Time: 8:30 am – 10:00 am

Location: Hilton Chicago, Marquette Room

Hear about community engagement activities in school, academic, public and other libraries and library-related organizations around the country.



THANK YOU!

www.ala.org/LTC

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