

SO YOU STARTED AN EXPERIMENT...

AGENDA PLAYLIST #1 - ORGANIZATION BUILDING AND SUSTAINMENT

Print this 11” x 17” (tabloid) facilitation guide to bring to your group’s meeting so everyone can follow along!
You can also find this playlist as a padlet [here](#) (or at the QR code), with a mobile-friendly version of this guide.



This kit includes materials from *In It Together*, by Interrupting Criminalization and Dragonfly Partners, and from *Turning Towards Each Other*, by Jovida Ross and Weyam Ghadbian. It features video clips from Project NIA and Interrupting Criminalization’s Building Your Abolitionist Toolbox series, workbook excerpts, and slide presentation excerpts, along with this facilitation guide.

This kit will support your group in naming assumptions, principles, and goals for your work while also getting ready to address conflicts before they happen. It will take about 2 1/2 to 4 hours, depending on your group’s size and how long you spend on each activity.

You will need:

- » A computer, tablet, or phone to view the materials: workbook pages, slides, and video clips.
- » Notebooks and / or big paper for taking individual and group notes.

1

IN IT TOGETHER

This framework from Interrupting Criminalization and Dragonfly Partners is a strong starting place for groups starting out or keeping going

2

TURNING TOWARDS EACH OTHER

This workbook from Jovida Ross and Weyam Ghadbian is a tool for groups to get ready before conflict to move through it with mutual care and a commitment to growth

NAMING ASSUMPTIONS

Start with **Section 2: Our Assumptions.**

This is a **5-10 minute read** with 4 guiding questions for your group to begin naming shared and different experiences, assumptions, and goals, with the aim of identifying and breaking down dominant systems and norms.

GUIDING PRINCIPLES

Review **Section 6: Grounding Agreements for Principled Communities of Struggle and Practice** as a group.

This is a **10-12 minute read** with 4 guiding questions you can use to set and commit to principles together and ask if and how you are working with them in your day-to-day.

YOUR CONTAINER

Use the tools in **Section 7: Creating the Container** to create (or revisit) your group structure and purpose, including making a plan for how to address conflict when it happens.

INTRODUCTION

Conflict transformation is important for sustaining movements. Review the materials below together to start.

Conflict is here to teach us something, when we can move through it with mutual care and commitment to growth.

The conflict transformation iceberg: self work, relationship / group maintenance, courageous conversation

SELF-WORK

Identifying our conflict archetypes and conflict habits support us to address conflicts intentionally and take risks together. Review the materials below. These will inform the exercises in the following section, Group Exploration.

What is your conflict archetype?

What are common conflict habits and responses? What you can do instead?

GROUP EXPLORATION

What can you do to prepare? Identify shared values to guide you and address dominant culture patterns in your interactions.

Map your group’s vision, purpose, people, values, practices.

Understand group conflict habits together.

Identify dominant culture patterns and plan for addressing them together.

COURAGEOUS CONVERSATIONS

Tools are resources, not scripts. It is how we embody these resources and guides when we’re taking and being with each other that teaches us and builds our abilities to grow through conflict together.

Communicate what matters and prepare for courageous conversations.

Practice in everyday communication - giving and receiving feedback.

Preparing for a courageous conversation worksheet.