

belonging

A WEEKLY PRACTICE

FACILITATOR & PRACTICE GUIDE



Illustration "We All Belong Here" by Zofia Chamienia

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Introduction and Setting the Container

Belonging: a Weekly Practice Space (BaWPS) is a free, weekly, drop-in space from the Othering & Belonging Institute. In form and content, it responds to some of the most consistent questions we get about belonging:

- Is belonging a destination, a practice, or both?
- How do we cultivate the skills, flexibility and muscle to make belonging real?
- How do we balance belonging in society at large, for ourselves, and in our relationships?
- How can we be in a consistent relationship and dialogue with the Institute?

The first season of BaWPS took place over four months in the spring of 2022. It was facilitated by Ashley Gallegos (Belonging Coordinator at OBI), Sarah Crowell (Strategic Partnerships at OBI), and Evan Bissell (Arts & Cultural Strategy Coordinator at OBI). The hour-long sessions engaged belonging as a concept through a combination of mindfulness, art of a variety of mediums, somatics and dialogue. As a recurring virtual space, it is open to anyone regardless of location, ability, profession, and experience with belonging. The sessions are held weekly to emphasize belonging as a practice. Like all practices, repetition is essential in building skill, developing nuance and in applying what has been learned. Dialogue is also a way to practice belonging by offering the space as one that is open to iteration, feedback, and an ongoing commitment to reflection and action from the group.

This Facilitator's Guide brings together the key ways that we created the container for BaWPS and detailed agendas for five of our "greatest hits" (which simply means that we like how they balanced topic, activity, and group sharing in diverse ways). This guide is aimed at shining light on our efforts in order to allow you to consider them for your adoption or adaptation. In the spirit of co-creation, we hope you will adjust them, make them your own and share back so that we can continue to iterate together!

Intended Audience

People interested in facilitating belonging or about belonging in groups or organizations.

People who are interested in a variety of learning modalities or adding new facilitation techniques to their toolbox.

“ I learned a lot, and got so many great ideas that I could use in my organization to get to work creating a space and culture where we all truly belong. ”

Recommended Use

One hour sessions where you want to explore different elements of belonging in an embodied, creative and dialogue-based format. For greatest impact, we recommend these as a series or with consistent repetition, but they can also be used as standalone sessions.

According to participants, the sessions are also useful for:

(Re)Connecting to purpose and grounding in self

Building relationships

“ Joining from Europe, I particularly appreciated each time to feel seen, heard and accepted without borders by humans who come from very different cultures and environments. ”

“ I practiced being more open and brave during the sessions and felt a sense of belongingness outside of them. ”

Learning new facilitation techniques

“ It is impacting how I facilitate meetings by reminding me to have more body awareness and playfulness. ”

Belonging

Belonging is a key concept of the Othering & Belonging Institute. Belonging is deeply known through experience and is also a concept that can be more deeply known through educational understanding. Belonging has been studied in many fields such as psychology and social sciences. It is something that is felt individually, across groups and expressed through systems. Belonging is both aspirational and practical, something that we strive towards across society and something we build through our daily and momentary actions. It is complex and situational, it is interconnected to many variables of our society. For these reasons and many more, belonging has been hard to describe and to define. Because of this, we wrote a descriptive piece about belonging called the "**Belonging Statement.**" For "Belonging: a Weekly Practice," we take lines of meaning from the Belonging Statement and implement them into the programming so that each week we are spending time with different aspects of belonging. In this way, we are taking smaller components of what belonging is and holding space for participants to explore and experience its meaning in different ways. At the Othering & Belonging Institute, we are working towards a world of belonging without othering. We do this through strategies at multiple sizes and levels of impact, one of which is this practice space.

Core Practices (and why we use them)

1. Practice & Iteration:

There are very few things that don't require practice. It is through practice that we build the fluency and comfort to take risks and try new things, to iterate. We also focus on practice because belonging is not a utopian destination. Many people are inspired by the idea of belonging, and then ask, "how do I do it?" Our answer in part is that we must develop a practice of belonging that we can then adjust to whatever context in which we find ourselves. We were inspired in part by the work of Jack Kornfield who reminds us that after the ecstasy, we still have to do the laundry. As a dynamic and evolving concept, and within a dynamic and evolving society, belonging requires a long-term commitment to practice.



Illustration "Belonging" by Ildiko Nova

2. **Multiple facilitators:**

These sessions were facilitated virtually and with three people of varying professional backgrounds, identities and experience. All three facilitators shared in the responsibilities of tech, active facilitation, chat monitoring and planning. While this can be accomplished by two facilitators, we do not recommend trying to hold all parts as a single facilitator. Part of this is logistical; a 60-minute session with multiple breakout rooms, media and active conversation and facilitation works best with smooth tech and transitions. This is also a conceptual and practice-oriented consideration. Belonging is, in part, a subjective experience. Having multiple facilitators who can share their own personal experiences, acknowledge and connect with different people in the group, and bring a variety of skills reminds us that there is no one way to engage this concept. It also models the belonging practice of co-creation as we share power and process in live-time and in planning.

3. **How we show up as facilitators:**

As facilitators showing up to create a space where we contemplate, discuss and practice belonging, we understand that we need to arrive at each session in a state of deep presence. Cultivating presence as a facilitator is a powerful practice in and of itself. It requires the daily, lifelong rigor and discipline of self inquiry, self compassion, curiosity and humility.

It does not require years of practice to lead a powerful guided mindfulness or visualization... but it does require some practice outside of the facilitated session as preparation. All of us have a regular practice of centering and arriving into different spaces feeling fully present, rather than distracted or preoccupied, that we have cultivated over many years. There are many practices that people use to build self-awareness and presence in the midst of tension or triggers. Practices include therapy, breathing practices, mindfulness, participating in support groups and more. Each individual will find their way to presence as they see fit.

In addition to our personal practices, we also create intentional planning time for at least one hour each week to create the agendas together and to assign roles. The facilitators all get together 15 minutes before the session starts to go through anything that might need additional support or tending prior to hosting the session and stay on 15 minutes after for a quick debrief on how the session went from our perspective and what we might change or expand upon for the following week.

Session Co-Hosts:



**Ashley
Gallegos**



**Sarah
Crowell**



**Evan
Bissell**

4. **The Belonging Statement & Critical Dialogue:**

As the OBI research director Stephen Menendian likes to say, belonging is a compound concept; there is no simple way to define it. To this end, it requires repeated critical dialogue to unpack its many meanings, applications and nuances. We use the **Belonging Statement** each week to tease out these different elements of belonging as we understand and use it at the Institute. We use these themes to structure thoughtful and critical dialogue around related content. This pushes our own understanding of belonging as an Institute and develops an intellectual practice among participants that is supported by the other modalities we employ.

5. **Mindfulness:**

Mindfulness is a form of mind-body healing that has been practiced for thousands of years in spiritual, religious and secular spaces around the world. We also recognize the role of mindfulness in many powerful efforts for social change as a way to ground deeply in purpose, community and self-care, and healing. In our weekly practice space, mindfulness is used as an essential tool toward settling and focusing our minds, releasing stress, and accessing the power of our individual and collective imaginations. Our simple mindfulness practices always include a focus on the breath and the body, as well as a few moments of luxurious silence. Sometimes the facilitator will guide the mindfulness activity by adding a quote from an author, activist, artist, researcher or community leader, that connects with the theme of the session for the day, or by taking the meditator on a journey into the future or the past. Either way, the mindfulness activity gives the group an opportunity to bring themselves fully into the practice space. In leading mindfulness practices, we are careful to not make it performative. We speak in our regular voice, we don't over-promise what it will do in the moment, and we make the language our own.

6. **Arts & Somatics:**

We bring arts—dance, visual, writing, music—into the practice space because the arts provide unique methods of inquiry, connection, reflection and somatic experience. The arts raise new ways to look at familiar things, asking us to use different parts of our human technologies to express, share and understand. If we are asked to communicate belonging through a sound, a drawing and a movement, we will do so in ways that reveal different dimensions. In our attempts to try on these new ways of communicating, we often surprise ourselves or each other with new discoveries.

“
I loved that each session started off with mindfulness and/or a body-based exercise to settle our minds and nervous systems so that we could do the work of sharing the space and belonging to each other. It reminded me that belonging starts with ourselves.
 ”

We also bring the arts into the sessions because the arts require practice. There is an embodied fluency and familiarity that hours upon hours of practice bring. But even in a short practice session, it is a reminder that many things are best experienced through doing, rather than through thinking or talking about them alone. This embodied sense of belonging is an important reference point for each of us and foundational to our use of simple somatic exercises each week. These exercises:

- Bring the body back into the learning/movement building space, as a way of subverting the narrative that all things happen in the mind
- Bring joy, aliveness, playfulness, relaxation and connection to the group
- Encourage participants to gradually stretch out of their comfort zones
- Process complex ideas through physical metaphor
- Create an environment of collaboration and trust
- Give opportunity for nonverbal communication as a way to bridge across difference and create space for belonging
- Take breaks from intellectual inquiry
- Help participants invest emotionally and personally to abstract ideas

Finally, we emphasize the arts because we live in a society that frequently devalues the knowledge and analysis that comes through the arts, particularly those forms that have created joy, resistance, belonging and connection in the context of othering. This is our intervention in revaluing the arts as an essential way of knowing how to create belonging in society.

Setting the (Virtual) Container

To enhance the opportunity for dialogue and a sense of belonging in virtual space we implement the following:

I enjoyed the way the space was set up virtually. It was very inclusive on Zoom. I don't know how you all did it exactly, but it was a great space to be in.

Music:

Playing music as participants arrive and get settled creates a different space from the start. It helps set the tone for the time together and often relates to the theme for the session. Selecting music that sets a relaxing, welcoming, joyful or uplifting vibe is what we aim to accomplish. You can follow this [**Belonging: a weekly practice playlist**](#) to gain access to a song list if you are looking for ideas.

Resource Toolkit:

Each session contains the use of music, articles, videos, and much more. In an effort to gather these resources and to share them beyond each session, we have compiled this [**resource toolkit**](#). The goal of the toolkit is to provide the resources recommended for use in each session as well as to be open sourced by participants of Belonging: a Weekly Practice. The practice of belonging is growing in connection with many other bodies of work. The resource toolkit is aimed at harnessing those multiple bodies of work and sharing them, sharing ideas, theory, music, art, and many other forms of learning in one place for many to use.

Verbal Descriptions:

These are part of the description that the speakers and facilitators give. The purpose of engaging in a verbal description is to name how we appear to people who may not be able to see the speaker as well as offering the speaker a moment to emphasize parts of their identity that they want to share.

Closed Captioning:

If you are using zoom, you can turn on the transcript for reading in the bottom toolbar. This is useful for anyone who can not or may have difficulties hearing the spoken facilitation.

Cameras On:

We ask people to turn their cameras on during the session. This helps with greater engagement and to limit distractions or multi-tasking. It allows for facilitators and participants to be able to see one another, builds community, share smiles and allows for a little more "person-to-person" contact even in a virtual setting. We know this is not always possible or comfortable for people, so we also emphasize that it is not required.

Reactions:

Whether emojis or in the zoom chat, reactions can show support for a topic or something a person has shared while not interrupting the speaker. We do try to read out things that have been shared in the chat as people might be on the phone, and to emphasize that the chat isn't a space for side conversations.

Chat:

The chat can help serve as a way to bring everyone into the space. We aim to get the chat warm early in the sessions with quick banter while music is playing or inviting specific comments during the welcome. Responding to questions, sharing prompts or directions in written form, or adding links to resources are some of the key contributions that the chat can offer.

Community Guidelines:

We use **Community Guidelines** as guardrails to help uphold a space of belonging together. We ask participants to review them and to keep them in mind and practice throughout the session with special note to the camera setting. We also reference back to the community guidelines before we move participants into huddles/small groups as a reminder. Because these sessions are held remotely, we highlight the encouragement to leave cameras on as much as possible, when possible so that we might be able to spark more non-verbal, visual cues such as seeing one another smile.

Huddles/Small Groups:

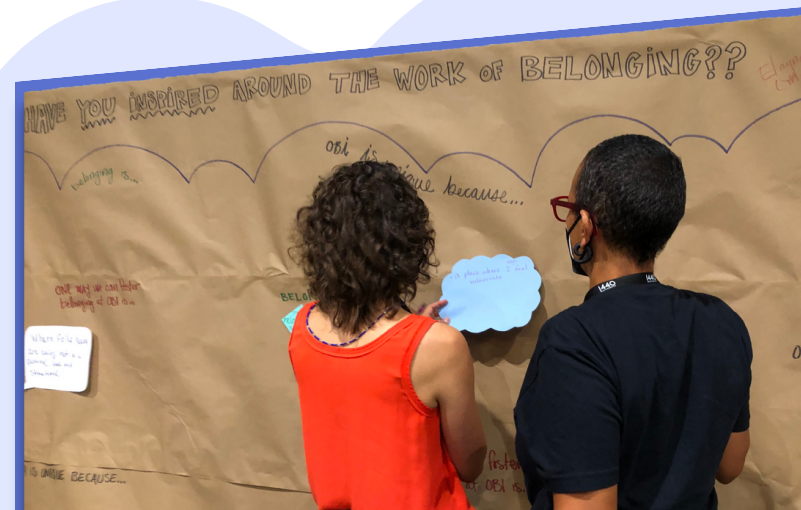
We use small groups frequently, and often multiple times each session in order to build community and give people more time on the mic. We use groups of three or four so that people have multiple points of contact, but in very structured circumstances we may use groups of two. There is always a period of awkwardness as people settle in with each other, so it helps to encourage people to say hi and introduce themselves first. People almost always want more time (if the prompts are good!) so make sure to plan enough time for people to get into a good discussion. As a facilitator, it helps to play with this function before the meeting so you are comfortable with setting up the rooms and moving people around manually, as there is always some balancing of the groups needed. It also helps to remind people to share the mic and for the facilitator to set up the visible countdown timer in the small groups. This helps people share the time.

Unmuting:

We create time for people to share with the whole group but model or clarify the time allowed for this. If someone drops a comment in the chat, we try to invite them to speak it in the Zoom room if there is time. Generally people elaborate and bring more nuance when doing this.

Spotlighting:

We designate one of the facilitators to be in charge of spotlighting, which makes the speaker larger on everyone else's screen. We keep the ASL interpreter in the spotlight and will sometimes have 3-4 people in the spotlight. For movement and mindfulness, even though a facilitator is leading, we often move to gallery view (no spotlights) so that we can all see each other as a group.



Land Acknowledgment:

This stems from a practice of recognition, respect and honoring truths that are commonly left out of social arrangements. Recognizing the land that you are on and learning more about the Indigenous people who are the original and current caretakers of the land disrupts and acknowledges the attempted erasure of Indigenous people and ways of life. While we offer the land acknowledgment that we used most often, it will evolve as will our learnings and ways we offer respect. By inviting people to name where they are joining from also teaches us new names and histories and gives a sense of the geographic spread of our group. Additional resources that may be useful include the **Landback Manifesto** and the **Native Land Digital map**.

"I engage in this land acknowledgment both to acknowledge the land and the people who are its original and current caretakers. The land acknowledgment is a step toward truth that the land is unceded, meaning it was taken rather than given, and of the grave harms enacted on Native people by means of taking. This is a single step on the journey of repair, not its end. Repair includes self educating, learning about how you can support work of local Native people and initiatives in your community, and or national campaigns like Landback by the NDN Collective that teach about and make progress towards the repatriation of everything that was taken including: land, language, ceremony, food, education, housing, healthcare, governance, medicine and kinship."

- Developed by Ashley Gallegos for Belonging: A Weekly Practice Space

Session Agendas

Introductory Session #1: Belonging is Affective and Material

Why choose this session?

This session is a great way to introduce OBI's analysis that belonging is a compound concept. This means that belonging is both a felt sense on an individual level, as well as the material reality created by our systems and structures. This session starts with a focus on joy and connection between participants. It then asks people to share personal stories about their own experiences with belonging at these different levels, guided by a quote from Institute director john a. powell.

Facilitator level: Introductory (willingness to try on the processes and steps outlined in the agenda and willingness to admit when you'd need support)

Content level: Introductory (have some experience and understanding of inclusion and belonging and their connected bodies of work)

Goals

- Participants develop an understanding of belonging that encompasses a felt sense and is also reflected in the systems and structures of our society.
- Participants begin to develop an understanding of belonging through reflections on joy, meaningful voice and co-creation
- Participants begin to build connection and relationship with each other

Suggested background materials for facilitators

- **Uses of the Erotic: The Erotic as Power** by Audre Lorde
- **Blueprint For Belonging Facilitation Guide**, pg 5 - quote by john a. powell
- **Building Belonging in a time of Othering** with john a. powell at the 2019 O&B Conference

<p>15 mins before meeting starts</p>	<h2>Facilitator Prep and Connection</h2> <p>Meet and check-in with your co-facilitators. If needed, do a simple grounding exercise or finalize agenda roles.</p> <ul style="list-style-type: none"> Develop a practice that allows you to relax and access your own joy and purpose before beginning. Turn on closed captions Chat people in the waiting room
<p>12:00-12:03 (3 min)</p>	<h2>Welcome people to the space</h2> <p>Music playing as people enter Zoom Slide w/ welcome and purpose statement. Here is the one we use at OBI.</p> <ul style="list-style-type: none"> Ideally music is chosen that connects in some way to the theme of the session - a good example for this session would be Take Me Where Your Heart Is by Q Share screen with welcome slide and purpose Share sound and play music Spotlight ASL interpreter if there is one Warm up the chat, welcome people to the space Share the music which is chosen based on the theme for the day
<p>12:03-12:10 (7 min)</p>	<h2>Opening (facilitator 1)</h2> <h3>Welcome</h3> <ul style="list-style-type: none"> Do your own short intro to the work and the purpose in holding the space Do a short facilitator introduction w/ visual description Introduce the theme pulled from the belonging statement: Belonging is affective and material Introduce ASL interpretation if any <p>We recommend practicing your opening so that it stays within the 7 min time frame. The welcome will depend on your setting. You should identify and state your own purpose for facilitating the session. This is different from the theme, which is pulled from the Belonging Statement and guides the activities of the session.</p> <ul style="list-style-type: none"> Spotlight facilitator who is welcoming the space and the ASL interpreter <h3>Zoom housekeeping</h3> <ul style="list-style-type: none"> <i>You can change your view and rename yourself by going to the upper right hand corner</i> <i>You can turn on and off the closed captions by clicking on the live transcript button in the lower right toolbar on zoom</i>

- *We appreciate your messages but may not be able to respond to them directly during the facilitation*

Land Acknowledgment

- Share your land acknowledgement
- Invite participants to drop where they're coming from in the chat



We recommend writing your own land acknowledgement so that it is meaningful and personal to you and your context. We reviewed numerous ones and then wrote ours which you can view on page 12. There may be other things you want to acknowledge as well depending on your context.



- Include links to land acknowledgment references
- Drop in link to the **Native Land map** during land acknowledgment and other land acknowledgment references such as the **LANDBACK Manifesto**

Resource Toolkit from OBI

- If you'd like further resources on belonging, you can share the resource toolkit from OBI or drop in your own resources for deepening understanding of belonging



- Share **resource toolkit link** in chat

Community Guidelines

- Speak from the "I."
- Speak up, Listen up.
- Speak from a place of respect.
- Be mindful of the power of our words, actions and intentions.
- We encourage all of us to not "same" experiences but to expand what is included in the larger "we."
- This is a creative space that asks us to stay open to possibility and imagination.
- Take what you want; leave the rest.
- All of our movement and mindfulness practices are invitations; we encourage you to adjust or adapt them. We will also seek to offer multiple options.
- **We encourage you to leave your camera ON as much as possible in the spirit of being present in the space, especially in breakout rooms.**



We don't read through these every week but we do emphasize the last community guideline as encouragement for cameras to remain on.



- Share screen during community agreement portion



- Add community guidelines in the chat

Mindfulness & Movement (facilitator 2)

Mindfulness activity

- *I invite you to sit up just a little bit taller if you're able*
- *Please join me in taking a deep breath in... and then out*
- *Gently close or lower your eyes*
- *For a few seconds put all your focus and attention on your breath*
- *Notice the way your breath moves your body in subtle ways*
- *Allow the breath to move into spaces where your body that may need to relax - the space between your eyebrows, your jaw, your shoulders, your belly, and anywhere that needs breath*
- *Now that your focus has moved to your body, take a moment to notice where your joy is living in your body at this moment. Maybe it takes longer for some of you to find that space of joy in your body, so take a few more moments to find it. It may be subtle, but trust that it is there.*
- *Now let that joy expand slowly and intentionally throughout your body*
- *In the spirit of intention, choose the way you want to arrive at this session. What intention do you have about how you want to be present in the space today?*
- *And finally, as we begin to think about this idea of belonging, we share a quote by the author/activist/feminist Audre Lorde to contemplate as we steep in our intentions: "There are no new ideas, just new ways of giving those ideas we cherish breath and power in our own living."*
- *Now take a collective deep breath in... and let it out. And gently open your eyes.*

12:10-
12:17
(7 min)



We offer this script as a template but you should make it your own. Speak in your regular voice and from your own experience with a meditative practice. We recommend developing your own practice outside of this space before leading this. The key is understanding what works for you and leading from that place.



- Spotlight facilitator during mindfulness portion.

Movement

- Invite everyone to share a gesture that represents how you're doing right now at the same time
- Now do it one more time and watch someone else do their gesture.
- Now we'll do it one more time and this time do someone else's gesture instead of yours



Bring energy to this transition. Your movements and enthusiasm have to be contagious for everyone else. Participants will generally do just a bit less than the facilitator, so if you stretch the possibilities in your example setting, it gives them more space to play. If the group is small enough you can have each person do their gesture alone and then have the group repeat the gesture

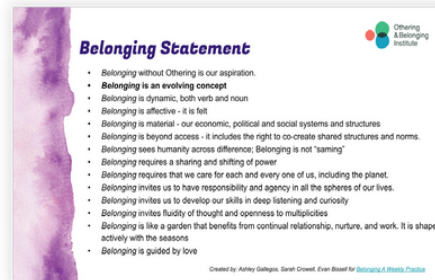


- During the movement section you can spotlight the facilitator or keep it on gallery view in order that people can see each other depending on their comfort. We like gallery view because it makes it more like a party or shared activity!

Belonging Statement (facilitator 1)

Belonging Statement

- Every week we read our Belonging Statement and highlight the theme for the session.



12:17-
12:20
(3 min)



Facilitator reads, or you can invite participants to read. Make this decision based on timing and people's willingness to engage with the material.



- Share screen with belonging statement
- Facilitator 2 sets up breakout rooms with groups of 3 for 7 minutes



- Drop belonging statement text in the chat

Relationship Building (facilitator 3)

- *We are going to go into breakout rooms now in groups of 3.*
- *Share names & pronouns; and then find 1 or more things that you have in common and 1 or more things that are different.*
- *You will have 7 minutes in breakout rooms. If you need ASL stay in the main room*
- *Any questions or clarifications?*






12:20-
12:30
(10 min)








Breakout rooms can be awkward – people are often hesitant to speak first, etc. Name this in your instructions and encourage people to move past it quickly. It helps break the ice for them.



- Spotlight facilitator 3
- Facilitator 2 opens breakout rooms. Even though you've set up the breakout rooms, the numbers will be off. Go into the breakout room dialogue box and move people around so that the groups are even. It is best to practice this before the meeting

	<p> • Facilitator 1 drops the instructions in the chat</p> <p>Return to big group</p> <ul style="list-style-type: none"> • When back in the main room invite people to drop in the chat some of the things they have in common <p> • Message people when there are 2 minutes left and close the rooms when there is 1 minute left</p>
<p>12:30- 12:50 (20 min)</p>	<p>Theme discussion (facilitator 3)</p> <p>Read the bolded part aloud in this quote from john a. powell, OBI director:</p> <p><i>"Belonging means more than just being seen. Belonging entails having a meaningful voice and the opportunity to participate in the design of social and cultural structures. Belonging means having the right to contribute to, and make demands on, society and political institutions. Belonging is more than just feeling included. In a legitimate democracy, belonging means that your well-being is considered and your ability to design and give meaning to its structures and institutions is realized."</i></p> <p>Remind participants about today's theme:</p> <ul style="list-style-type: none"> • Belonging is affective - it is felt • Belonging is material - our economic, political and social systems and structures <p> We share only the bolded part with the group so that people can really focus on the content as it relates to the theme. You can also share the full quote after the discussion or just use it to inform yourself as facilitators.</p> <p> • Facilitator 2 recreates the breakout rooms with the same groups of 3. In order to do this in the breakout rooms dialogue box, click "Recreate Rooms"</p> <p> • Drop the bolded section of the quote in the chat.</p> <p>Give the instructions for the activity: In breakout rooms of the same 3 people discuss the guiding questions</p> <ul style="list-style-type: none"> • What does meaningful voice mean to you? Can you share a group-based experience where you had a meaningful voice? • Share a time when you had the opportunity to participate in the design of a system or structure. Did you like this? Did it make you feel like you belong? How did it strengthen the outcome of the work?

	<ul style="list-style-type: none"> • Check for understanding and any questions. <p> As you introduce the breakout rooms, emphasize a practice of storytelling in their responses. Invite people to quickly say hello and do introductions so they can move into the content. We recommend ensuring time for each person in the group to have 3-4 minutes of talking time.</p> <p> • Drop the questions in the chat.</p>
<p>12:50- 12:55 (5 min)</p>	<p>Group Share back (facilitator 1)</p> <p>Invite a few short reflections from the group. Ask people to raise their hand, drop comments in the chat or just unmute and speak.</p> <p> We try to get at least 2 people to share here. Model or remind people of the time constraint. It is helpful to reflect the comments back and reconnect them to the quote or the theme of the day.</p> <p> • Spotlight the facilitator and add a spotlight to the speaker as they switch • Facilitator 2 sets up sound share and chooses music for closing.</p>
<p>12:55- 1:00 (5 min)</p>	<p>Closing (facilitator 2)</p> <ul style="list-style-type: none"> • Share any follow up links or resources you may have for your group • Encouragement to engage in reflection and self care in order to integrate today's session - drink water, take a walk, write a few words in a journal, take a long deep breath • Please unmute to say good-bye • Share feedback or questions form in chat (if you have them) • Music plays as people exit Zoom (you choose something that resonates) <p> We really emphasize starting and ending on time. This helps emphasize the practice intention and makes it consistent for people who are squeezing this into a busy day.</p>
<p>5-10 min</p>	<p>Reflection for facilitators</p> <p>We break up our reflection process:</p> <ul style="list-style-type: none"> • General reflections • Reflections on what worked and what could improve with Process and then Content • Note any adjustments for next time

Intermediate Session #2:

Belonging invites us to develop our skills in deep listening & curiosity

Why choose this session?

Facilitator level: Intermediate (multiple tech changes, comfort with speaking to the relationship between the personal and political, comfort with leading light dance movement)

Content level: Intermediate (the videos used in this session can bring up some deep reflections)

Overview: This session invites people into deeper self reflection as a foundation for deep listening and curiosity. It engages OBI materials from the Cultures of Care project to prompt storytelling around experiences of deep listening. It begins to move towards deep listening as a practice of bridging but does not go deeply into that here.

Goals

- Participants have an opportunity to reflect on the importance of deep listening and curiosity in their own life
- Participants reflect on what experiences and conditions make it hard to listen deeply
- Participants practice vulnerability in sharing stories

Suggested background materials for facilitators

- **Jason Reynolds** Cultures of Care Interview
- Listening with compassion (pg 45) **Bridging Differences Playbook** from the Greater Good Science Center
- Podcast: Developing a shared Vocabulary: **Introduction to Othering, Bridging and Belonging**

<p>15 mins before meeting starts</p>	<h2>Facilitator Prep and Connection</h2> <p>Meet and check-in with your co-facilitators. If needed, do a simple grounding exercise or finalize agenda roles.</p> <ul style="list-style-type: none"> Develop a practice that allows you to relax and access your own joy and purpose before beginning. Turn on closed captions Chat people in the waiting room
<p>12:00-12:03 (3 min)</p>	<h2>Welcome people to the space</h2> <p>Music playing as people enter Zoom Slide w/ welcome and purpose statement. Here is the one we use at OBI.</p> <ul style="list-style-type: none"> Ideally music is chosen that connects in some way to the theme of the session - a good example for this session would be Remind Me by Emily King Share screen with welcome slide and purpose Share sound and play music Spotlight ASL interpreter if there is one Warm up the chat, welcome people to the space Share the music which is chosen based on the theme for the day
<p>12:03-12:10 (7 min)</p>	<h2>Opening (facilitator 1)</h2> <h3>Welcome</h3> <ul style="list-style-type: none"> Do your own short intro to the work and the purpose in holding the space Do a short facilitator introduction w/ visual description Introduce the theme pulled from the belonging statement: Belonging invites us to develop our skills in deep listening and curiosity Introduce ASL interpretation if any <p>We recommend practicing your opening so that it stays within the 7 min time frame. The welcome will depend on your setting. You should identify and state your own purpose for facilitating the session. This is different from the theme, which is pulled from the Belonging Statement and guides the activities of the session.</p> <ul style="list-style-type: none"> Spotlight facilitator who is welcoming the space and the ASL interpreter <h3>Zoom housekeeping</h3> <ul style="list-style-type: none"> You can change your view and rename yourself by going to the upper right hand corner You can turn on and off the closed captions by clicking on the live transcript button in the lower right toolbar on zoom

- *We appreciate your messages but may not be able to respond to them directly during the facilitation*

Land Acknowledgment

- Share your land acknowledgement
- Invite participants to drop where they're coming from in the chat



We recommend writing your own land acknowledgement so that it is meaningful and personal to you and your context. We reviewed numerous ones and then wrote ours which you can view on page 12. There may be other things you want to acknowledge as well depending on your context.



- Include links to land acknowledgment references
- Drop in link to the [Native Land map](#) during land acknowledgment and other land acknowledgment references such as the [LANDBACK Manifesto](#)

Resource Toolkit from OBI

- If you'd like further resources on belonging, you can share the resource toolkit from OBI or drop in your own resources for deepening understanding of belonging



- Share [resource toolkit link](#) in chat

Community Guidelines

- Speak from the "I."
- Speak up, Listen up.
- Speak from a place of respect.
- Be mindful of the power of our words, actions and intentions.
- We encourage all of us to not "same" experiences but to expand what is included in the larger "we."
- This is a creative space that asks us to stay open to possibility and imagination.
- Take what you want; leave the rest.
- All of our movement and mindfulness practices are invitations; we encourage you to adjust or adapt them. We will also seek to offer multiple options.
- **We encourage you to leave your camera ON as much as possible in the spirit of being present in the space, especially in breakout rooms.**



We don't read through these every week but we do emphasize the last community guideline as encouragement for cameras to remain on.



- Share screen during community agreement portion



- Add community guidelines in the chat

Mindfulness & Movement (facilitator 2)

Mindfulness activity

- *Please join me in taking a deep breath in... and then out*
- *Gently close or lower your eyes*
- *For a few seconds put all your focus and attention on your breath*
- *Notice the way your breath moves your body in subtle ways*
- *With each inhalation allow your body to lift*
- *With each exhalation allow your body to relax*
- *Now let's take some luxurious moments to really listen to our bodies*
- *Listen to your stomachs*
- *Listen to your saliva*
- *Now shift your focus just a bit and listen from your body, where your awareness and intuition reside*
- *Allow yourself to become aware of whatever messages your body wants you to hear*
- *Lean into trusting your body and its wisdom*
- *Take a few moments to notice what may affect your ability to listen deeply*
- *Maybe it's gender, race, class, work life, or anything that enhances or challenges your ability to really listen to the calls from your body*
- *Listen as if every part of your being is engaged*
- *Listen with the courage that is required to long for and work for change*
- *Listen with the courage that is required to be present to the heartbreak, the grief AND the exquisiteness of reality as it is right now.*
- *Now take a collective deep breath in... and let it out. And gently open your eyes.*

12:10-
12:17
(7 min)



We offer this script as a template but you should make it your own. Speak in your regular voice and from your own experience with a meditative practice. We recommend developing your own practice outside of this space before leading this. The key is understanding what works for you and leading from that place.



- Spotlight facilitator during mindfulness portion.

Movement

- *An invitation to stand or to make adjustments that help your body align from a position that you feel comfortable in*
- *Now fill in your body with yourself; whatever that means to you in this moment*
- *Fill in your body with love*

- *Fill in your body so much of yourself that you have the capacity to listen without losing yourself*
- *Now let's move to a short piece of music in whatever ways make sense to our bodies. I encourage you to move slowly at first and then pick up the pace and the energy as you go along. Remember that our theme today is about deep listening and curiosity. Listen to your body as you move. Be curious.*

Song: My People by Amber Mark



Bring energy to this transition. Your movements and enthusiasm have to be contagious for everyone else. Participants will generally do just a bit less than the facilitator, so if you stretch the possibilities in your example setting, it gives them more space to play. If the group is small enough you can have each person do their gesture alone and then have the group repeat the gesture

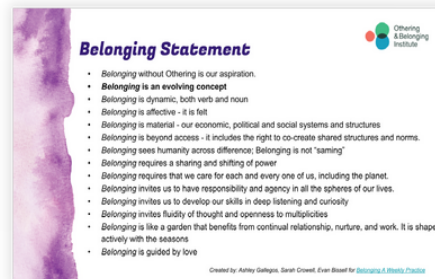


- During the movement section you can spotlight the facilitator or keep it on gallery view in order that people can see each other depending on their comfort. We like gallery view because it makes it more like a party or shared activity!

Belonging Statement (facilitator 1)

Belonging Statement

- Every week we read our Belonging Statement and highlight the theme for the session.



12:17-
12:20
(3 min)



Facilitator reads, or you can invite participants to read. Make this decision based on timing and people's willingness to engage with the material.



- Share screen with belonging statement
- Facilitator 2 sets up breakout rooms with groups of 3 for 7 minutes



- Drop belonging statement text in the chat

Reflection and Breakout Room Conversations

12:20-
12:45
(25 min)

Developing our skills for deep listening through listening to self.

We are going to use the celebrated young adult author Jason Reynolds as a guide for this conversation.

In our Cultures of Care interview, Jason shared that the way that he cares for young people through his writing is by a practice that he calls Resonant Frequency, which begins from a place of deep self-reflection and awareness, a type of listening. Here's what he said:



- Share Jason video 0:55-1:56 (or to 2:58) - Resonant Frequency
<https://belonging.berkeley.edu/cultures-of-care/jason-reynolds>

Reflection activity: Take a moment to think about what state or who you are when you show up in a way where you can listen deeply? When does this happen? How do you prepare for this? Jot down some notes

And we also know that there are things that get in our way when we are trying to listen. That sometimes we hear things without even listening. Building on Sarah's mindfulness activity, there are a variety of things that impact our ability to listen. Let's listen to Jason talk about how patriarchy and gender norms shape this:








- Share Jason video: <https://www.youtube.com/watch?v=cwGh2FET9iY&feature=youtu.be>

Reflection activity: What gets in your way of listening to someone or something? What are you hearing but maybe not listening to?

How does your own intersectional identity, your own busyness, your own distractions or fears or... whatever affect your listening deeply? Jot down some quick reflections and notes

Breakouts: *Tell a story about a time when you did listen deeply and what that did for you. If you feel inspired and want to go deeper, share a time when you felt this resonant frequency with an unexpected person?*

	<p> Breakout rooms can be awkward – people are often hesitant to speak first, etc. Name this in your instructions and encourage people to move past it quickly. It helps break the ice for them. We recommend ensuring time for each person in the group to have 3-4 minutes of talking time.</p> <p> <ul style="list-style-type: none"> • Spotlight facilitator 3 • Facilitator 2 opens breakout rooms. Even though you've set up the breakout rooms, the numbers will be off. Go into the breakout room dialogue box and move people around so that the groups are even. It is best to practice this before the meeting • Message people when there are 2 minutes left and close the rooms when there is 1 minute left </p> <p> <ul style="list-style-type: none"> • Facilitator 1 drops the instructions in the chat </p>
<p>12:45- 12:57 (12 min)</p>	<p>Big group discussion with share outs from each group</p> <p>Invite people to share in a reaction, a note and call and response to engage. call/response, reaction, comment in the chat.</p>
<p>12:57- 1:00 (3 min)</p>	<p>Closing (facilitator 2)</p> <ul style="list-style-type: none"> • Share any follow up links or resources you may have for your group • Encouragement to engage in reflection and self care in order to integrate today's session - What's a place you can experiment this week to try to deep listen in order to create care. What are the messages we are hearing but not consciously listening to? • Encouragement to drink water, take a walk, write a few words in a journal, take a long deep breath • Please unmute to say good-bye • Share feedback or questions form in chat (if you have them) • Music plays as people exit Zoom (you choose something that resonates) <p> We really emphasize starting and ending on time. This helps emphasize the practice intention and makes it consistent for people who are squeezing this into a busy day.</p> <p> <ul style="list-style-type: none"> • Share <u>resource toolkit link</u> in chat </p>
<p>5-10 mins</p>	<p>Reflection for facilitators</p> <p>We break up our reflection process:</p> <ul style="list-style-type: none"> • General reflections • Reflections on what worked and what could improve with Process and then Content • Note any adjustments for next time

Intermediate Session #3:

Beginning to Bridge: Interdependence & Belonging

Why choose this session?

Facilitator level: Intermediate (this session requires leading dance and a mindfulness activity. It also requires smooth group and technology transitions)

Content level: Introductory (facilitator should have some experience and understanding of inclusion and belonging and their connected bodies of work)

Overview: This session is designed to illuminate the interconnected nature of all of us, showing that we have at minimum, our humanity and connection to each other as reasons to bridge. It starts with a simple phrase of choreography that is taught by one of the facilitators and is followed by contemplation of a quote from the Othering and Belonging Institute's Cultures of Care work. The session is designed to have more time in a mindfulness activity, using our mind and imagination to consider the interdependent journey of something as basic as a raisin. We'll spend time in small groups meeting one another and sharing reflections of our experience with the session and the mindfulness activity. This session closes with writing time with each participant writing a letter of gratitude to a person, place or thing inspired by what arose within their mindfulness activity.

Goals

- Participants will be introduced to bridging and its relationship to care and interconnectedness
- Participants will engage in movement that shows the power of connection
- Participants will use imagination and contemplation within mindfulness
- Participants will be able to express the experience both in small groups
- Participants will reflect through gratitude-centered writing

Suggested background materials for facilitators

- Check the Belonging a weekly practice **resource toolkit** under Bridging/Breaking sheet for background materials
- Podcast: Developing a shared Vocabulary: **Introduction to Othering, Bridging and Belonging**
- **On Bridging: Evidence and Guidance From Real World Cases**, by John A. Powell and Rachel Heydemann

<p>15 mins before meeting starts</p>	<h2>Facilitator Prep and Connection</h2> <p>Meet and check-in with your co-facilitators. If needed, do a simple grounding exercise or finalize agenda roles.</p> <ul style="list-style-type: none"> Develop a practice that allows you to relax and access your own joy and purpose before beginning. Turn on closed captions Chat people in the waiting room
<p>12:00-12:03 (3 min)</p>	<h2>Welcome people to the space (facilitator 1)</h2> <p>Music playing as people enter Zoom Slide w/ welcome and purpose statement. Here is the one we use at OBI.</p> <ul style="list-style-type: none"> Ideally music is chosen that connects in some way to the theme of the session - a good example for this session would be Take Me Where Your Heart Is by Q Share screen with welcome slide and purpose Share sound and play music Spotlight ASL interpreter if there is one Warm up the chat, welcome people to the space Share the music which is chosen based on the theme for the day
<p>12:03-12:10 (7 min)</p>	<h2>Opening (facilitator 2)</h2> <h3>Welcome</h3> <ul style="list-style-type: none"> Do your own short intro to the work and the purpose in holding the space Do a short facilitator introduction w/ visual description Introduce the theme pulled from the belonging statement: Belonging requires that we care for each and every one of us, including the planet. Introduce ASL interpretation if any <p>We recommend practicing your opening so that it stays within the 7 min time frame. The welcome will depend on your setting. You should identify and state your own purpose for facilitating the session. This is different from the theme, which is pulled from the Belonging Statement and guides the activities of the session.</p> <ul style="list-style-type: none"> Spotlight facilitator who is welcoming the space and the ASL interpreter <h3>Zoom housekeeping</h3> <ul style="list-style-type: none"> <i>You can change your view and rename yourself by going to the upper right hand corner</i> <i>You can turn on and off the closed captions by clicking on the live transcript button in the lower right toolbar on zoom</i>

- *We appreciate your messages but may not be able to respond to them directly during the facilitation*

Land Acknowledgment

- Share your land acknowledgement
- Invite participants to drop where they're coming from in the chat



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- Include links to land acknowledgment references
- Drop in link to the [Native Land map](#) during land acknowledgment and other land acknowledgment references such as the [LANDBACK Manifesto](#)

Resource Toolkit from OBI

- If you'd like further resources on belonging, you can share the resource toolkit from OBI or drop in your own resources for deepening understanding of belonging



- Share [resource toolkit link](#) in chat

Community Guidelines

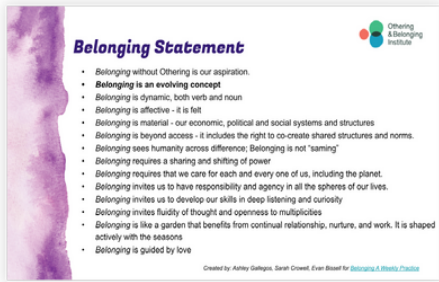
- Speak from the "I."
- Speak up, Listen up.
- Speak from a place of respect.
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- We encourage all of us to not "same" experiences but to expand what is included in the larger "we."
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- **We encourage you to leave your camera ON as much as possible in the spirit of being present in the space, especially in breakout rooms.**



We don't read through these every week but we do emphasize the last community guideline as encouragement for cameras to remain on.



- Share screen during community agreement portion

	<ul style="list-style-type: none"> • Add community guidelines in the chat
<p>12:10-12:15 (5 min)</p>	<h2>Movement (facilitator 2)</h2> <h3>Movement</h3> <ul style="list-style-type: none"> • Facilitator (or volunteer that has been identified earlier and is prepared) teaches 4 counts of 8 of simple choreographed movement. <h3>Song: Count on Me by Bruno Mars</h3> <p>NOTE: The movement should be planned in advance. If you don't have a facilitator who is comfortable teaching simple dance choreography, you could either encourage folks to improvise to a piece of music selected by a facilitator, or if you have a participant who is a dancer/choreographer, they could lead some simple movement choreography during this part of the session.</p> <ul style="list-style-type: none"> • You can spotlight the person teaching or invite the group to view in gallery view so that you can see everyone dancing.
<p>12:15-12:18 (3 min)</p>	<h2>Belonging Statement (facilitator 1)</h2> <h3>Belonging Statement</h3> <ul style="list-style-type: none"> • Every week we read our Belonging Statement and highlight the theme for the session.  <p>Facilitator reads, or you can invite participants to read. Make this decision based on timing and people's willingness to engage with the material.</p> <ul style="list-style-type: none"> • Share screen with belonging statement • Facilitator 2 sets up breakout rooms with groups of 3 for 7 minutes • Drop belonging statement text in the chat
<p>12:18-12:25 (7 min)</p>	<h2>Mindfulness Activity (facilitator 3)</h2> <h3>Raisin mindfulness</h3> <ul style="list-style-type: none"> • Invite everyone to grab a raisin or a bite of food and then come back to the computer.

- *As you get settled I'll just invite you to find a position that's comfortable for you, gently close your eyes and hold the raisin in your hand. Feel its weight. Feel its texture with your fingers. Just notice whatever you can with this sensation of touch.*
- *Now bring the raisin up to your nose and smell it, just noticing anything that comes through your sense of smell. You might notice too now some sensations in your mouth, some saliva forming. This is your body preparing to digest the raisin.*
- *And so when you're ready, I'm going to ask you to place the raisin in your mouth and chew it 30 times slowly, just paying attention to the flavors and textures and anything else that arises for you. I'm going to invite you to keep your eyes closed when you finish.*
- *Wait for about 20-30 seconds as people chew.*
- *Paying careful attention in this way we notice things in much more detail, the nuances that we might have glossed over. Which flavors come out first, what parts of the raisin stay the longest.*
- *It also raises the question of when did the raisin stop being a raisin? Did it become part of you? Which raises the question of when the raisin became a raisin.*
- *So if you'll just follow me as I work backwards into this raisin joining me in this moment, which I brought from my kitchen a few minutes before we began.*
- *It was in a plastic bag with a bunch of other raisins that I had bought at my local grocery store, where I went in my car. And someone in that store had packed those raisins into a smaller bag from a bigger box.*
- *And that bigger box had come in through the back of the store, where another person unloaded it from a truck, which had been driven by someone else from a processing plant. And they drove on roads made of asphalt which are maintained by public workers and paid for by my tax dollars in part.*
- *And before the raisins were sorted and packed they had to be dried by the sun in large batches, with someone laying them out.*
- *At that point they were red grapes, which had been cut by someone from a vine on a farm. And before they were grapes they were a flower, pollinated by a bee and searching for the light of the sun. And before that they were just a bud growing with the sugars and minerals pulled up from the soil below, prepared by other people, worms, bacteria, minerals. That bud is connected to the woody vine that drinks water coming down from the clouds in a constant cycle.*

- *And so in this way, we can see that the raisin is much much more than just a raisin. That our connection to it, which now lives in our body, is all of these interconnected things that are in relationship to each other.*
- *To close, we want to invite you to think of one person or thing along this path and express gratitude.*
- *We'll invite you to take three breaths on your own time and then come back all together.*



The mindfulness activity should be planned in advance. You should have a facilitator who is ready to offer this mindfulness and who has practiced the content of the activity to gain deep familiarity. This activity is adapted from the Zen Buddhist teacher Thich Nhat Hanh. You can add your own moments of interconnection to this script or adjust based on your experience but we try to include human, systemic and non-human elements.

Group Conversation and breakouts (facilitator 1)

Intro quote from [Cultures of Care Video](#) (0:16-0:38) - "We all need care at some point, it's usually just a matter of timing." Elliot Kukla

Reflection in Breakout Rooms (15 min)

- Share your reflections from this activity. What surprised you? How did it make you think about interdependence in general? How did it make you think about how our systems create or inhibit recognizing interdependence?

12:25-
12:50
(25 min)



- Facilitator 1 prepares the breakout groups to be groups of 4 people
- Facilitator 2 is sharing screen to show the video and sound
- Facilitator 3 is watching and engaging the chat
- We recommend ensuring time for each person in the group to have 3-4 minutes of talking time

Large group debrief (10 min)



- The large group discussion is in one Zoom room and you can ask the participants to engage through unmuting, raising their hand or a virtual hand through reactions on Zoom.

Writing (facilitator 3)

Writing

Tapping into the thoughtful expression that can be done through writing. Invite participants to write a gratitude note to someone, a place, or something from your mindfulness activity



- You can play relaxing music or let the room be quiet while people reflect.
- You might model and share an example of what arose for you that you would write about

Closing (facilitator 2)

12:57-
1:00
(3 min)

Share any follow up links or resources you may have for your group

- Encouragement to engage in reflection and self care in order to integrate today's session - drink water, take a walk, write a few words in a journal, take a long deep breath
- Please unmute to say good-bye
- Share feedback or questions form in chat (if you have them)
- Music plays as people exit Zoom (you choose something that resonates)



We really emphasize starting and ending on time. This helps emphasize the practice intention and makes it consistent for people who are squeezing this into a busy day.



- Share **resource toolkit link** in chat

Reflection for facilitators

5-10
mins

We break up our reflection process:

- General reflections
- Reflections on what worked and what could improve with Process and then Content
- Note any adjustments for next time



Image taken at a public version of *Belonging a Weekly Practice* at Yerba Buena Center for the Arts during the exhibit, Brett Cook & Liz Lerman: *Reflection & Action*, January 2023.

Advanced Session #4: Belonging is like a garden that benefits from continual relationship, nurture, and work. It is shaped actively with the seasons.

Why choose this session?

Facilitator level: Advanced (challenging subject matter that should be held with care and sensitivity)

Content level: Intermediate (challenging subject matter that should be held with care and sensitivity)








Overview: This session was planned late spring in 2022 shortly after racially targeted shootings in Buffalo N.Y., the passage of Anti-Transgender legislation in multiple US states, the leaked overturn of Roe v. Wade and other acts of violence. It introduces the idea that belonging requires ongoing cultivation and that there are different "seasons." Some seasons are more abundant, others more about rest and planning. It grounds participants in the constant nature of uncertainty before asking them to reflect on what seeds they are planting currently and what they need to do in order to have them sprout.

Goals

- Participants will reflect on the presence of uncertainty in shared efforts to create belonging through mindfulness, writing and dialogue
- Participants will reflect on what they are tending currently, and what they need to do in order to grow those things

Suggested background materials for facilitators

- Book - **Freedom Dreams: The Black Imagination**, by Robin D.G. Kelley
- Website - **Critical Resistance**
- Website - **About the Birmingham Church bombing 1963**
- Website/NPR - **About the book "Dear Denise: Letters to the Sister I Never Knew" by Lisa McNair**
- Book - **Are Prisons Obsolete? By Angela Davis**

<p>15 mins before meeting starts</p>	<h2>Facilitator Prep and Connection</h2> <p>Meet and check-in with your co-facilitators. If needed, do a simple grounding exercise or finalize agenda roles.</p> <ul style="list-style-type: none">  Develop a practice that allows you to relax and access your own joy and purpose before beginning.  <ul style="list-style-type: none"> • Turn on closed captions • Chat people in the waiting room
<p>12:00-12:03 (3 min)</p>	<h2>Welcome people to the space</h2> <p>Music playing as people enter Zoom (Green Garden by Lauren Mvulu) Slide w/ welcome and purpose statement. Here is the one we use at OBI.</p> <ul style="list-style-type: none">  Ideally music is chosen that connects in some way to the theme of the session - a good example for this session would be Green Garden by Lauren Mvulu  <ul style="list-style-type: none"> • Share screen with welcome slide and purpose • Share sound and play music • Spotlight ASL interpreter if there is one  <ul style="list-style-type: none"> • Warm up the chat, welcome people to the space • Share the music which is chosen based on the theme for the day
<p>12:03-12:10 (7 min)</p>	<h2>Opening (facilitator 1)</h2> <h3>Welcome</h3> <ul style="list-style-type: none"> • Do your own short intro to the work and the purpose in holding the space • Do a short facilitator introduction w/ visual description • Introduce the theme pulled from the belonging statement: Belonging is like a garden that benefits from continual relationship, nurture, and work. It is shaped actively with the seasons. • Introduce ASL interpretation if there are any <ul style="list-style-type: none">  We recommend practicing your opening so that it stays within the 7 min time frame. The welcome will depend on your setting. You should identify and state your own purpose for facilitating the session. This is different from the theme, which is pulled from the Belonging Statement and guides the activities of the session.  <ul style="list-style-type: none"> • Spotlight facilitator who is welcoming the space and the ASL interpreter <h3>Zoom housekeeping</h3> <ul style="list-style-type: none"> • <i>You can change your view and rename yourself by going to the upper right hand corner</i> • <i>You can turn on and off the closed captions by clicking on the live transcript button in the lower right toolbar on zoom</i>

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- Include links to land acknowledgment references
- Drop in link to the [Native Land map](#) during land acknowledgment and other land acknowledgment references such as the [LANDBACK Manifesto](#)

Resource Toolkit from OBI

- If you'd like further resources on belonging, you can share the resource toolkit from OBI or drop in your own resources for deepening understanding of belonging



- Share [resource toolkit link](#) in chat

Community Guidelines

- Speak from the "I."
- Speak up, Listen up.
- Speak from a place of respect.
- Be mindful of the power of our words, actions and intentions.
- We encourage all of us to not "same" experiences but to expand what is included in the larger "we."
- This is a creative space that asks us to stay open to possibility and imagination.
- Take what you want; leave the rest.
- All of our movement and mindfulness practices are invitations; we encourage you to adjust or adapt them. We will also seek to offer multiple options.
- **We encourage you to leave your camera ON as much as possible in the spirit of being present in the space, especially in breakout rooms.**



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- Share screen during community agreement portion



- Add community guidelines in the chat

Mindfulness & Movement (facilitator 2)

Mindfulness activity

12:10-
12:20
(10 min)

- *Please join me in taking a deep breath in... and then out*
- *Close or lower your eyes, whatever feels good to you in this moment*
- *Put your focus on your breath going in and out of your nostrils. Notice the way the air going in is cooler than the air going out. Notice the texture of the air in your nostrils. Spend a few more moments completely focused on your breath going in... and out.*
- *Today we are reflecting on the practice of gardening as a metaphor for belonging. Gardening is very much about being aware of and connected to cycles. But there is also a lot of uncertainty in gardening, in growing things. We don't know exactly how the seeds we plant today will grow over time, what they will yield, or how much work we will need to do to cultivate them. Oftentimes, gardening is out of our control - maybe some plants will be harmed by a storm or drought or a pest. Maybe we will have to move after planting a seed. But we continue to go through the practice and we learn when to plant, when to rest, when to tend, when to harvest. We plant seeds with an acknowledgment of both future work and hope.*
- *Now, I invite you to imagine a role model that you look up to. Someone who seems so certain in their work, who has changed how people think or live, who has grown belonging in this world. And I invite you to imagine them when they were young, in their quiet moments, in their moments of uncertainty. I'm imagining **Angela Davis** myself, who has transformed how we think about incarceration and prisons, who dealt with years of persecution in her job, in the public and on. I'm thinking of her as a little girl growing up in Birmingham, a friend to two of the girls, **Cynthia Wesley and Carole Robertson killed in the bombing of the 16th Street Baptist church by a white supremacist.** I'm thinking of what type of uncertainty she must have faced in those moments and throughout her life. And what she cultivated despite that. How she tended to her ideas, to her commitment to liberation.*
- *So I invite you to just sit with one of your mentors or role models for a moment. How did they approach and deal with this? How do you not get weighed down when you feel overwhelmed? What is certainty in this work?*
- *Pause for about a minute.*

- *And as we hold those thoughts, I want to share a quote from the historian, mentor and activist **Robin D.G. Kelley** who shares more on this theme of practice and uncertainty, "we on the Left are saddled by a theological tradition of prefiguration that imagines a liberated future as the fulfillment of a radical practice. My great friend Ruth Wilson Gilmore knows better; for her, abolition is not the end of history, but life in rehearsal, rich with lessons and contingencies."*
- *And at your own pace bring your attention back to your breath. Take three deep breaths and rejoin us in the room.*



This mindfulness activity should be adjusted so that the facilitator can speak from their own role models or examples.



- Spotlight facilitator during mindfulness portion.

Movement

- *As we come back together we are going to explore some of this tension between uncertainty and certainty, between contraction and release. As always, we invite you to do this in whatever way is comfortable for you.*
- *So we'll start by breathing in and bringing our shoulders as high as you can, contract them up, up, up and then breathe out and release your breath and let your shoulders completely relax down, down, down (add audible breath here).*
- *Great, let's do that one more time but really contract them even more and when you release just let everything go. [model as facilitator]. Great!*
- *Now bring up your hands to the screen and spread your fingers. And on your in-breath clench your hands into fists as tight as they can go [model as you instruct this]. Hold this for a moment and then release your breath and fists completely, completely. Great, now one more time with the hands.*
- *And lastly we're going to do this with our toes. So on the in-breath just ball up your toes and contract your feet as tight as they will go. ... Good, hold it. And then release!*
- *Now one last time. ... And great.*
- *Thank you so much.*

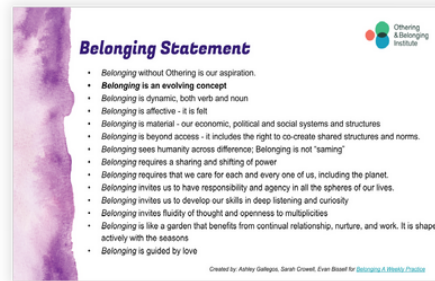


We invite people to adjust movement activities as needed for them. Feel free to add in specific ways this can be adjusted depending on the movement activity.

Belonging Statement (facilitator 1)

Belonging Statement

- Every week we read our Belonging Statement and highlight the theme for the session.



12:20-
12:23
(3 min)



Facilitator reads, or you can invite participants to read. Make this decision based on timing and people's willingness to engage with the material.



- Share screen with belonging statement
- Facilitator 2 sets up breakout rooms with groups of 4 for 16 minutes



- Drop belonging statement text in the chat

Writing & Breakout (facilitator 3)

Writing Activity - Tending the garden (6 min)

- Invite participants to reflect on the following questions: What are seeds that you're planting right now in your work to expand belonging that you're uncertain about? What do you need to do to care for them? What support do you need?

12:23-
12:45
(22 min)



- Open the breakout rooms. Message the rooms when there are two minutes left. Close the rooms when there is one minute left (they will get a notification that there are 60 seconds remaining). We recommend ensuring time for each person in the group to have 3-4 minutes of talking time.



- Add the reflection questions into the chat

Breakout Rooms (16 min)

- In groups of 4, share what came up in your writing and reflection.

Big group discussion (facilitator 1)

12:45-
12:57
(12 min)

Invite reflections from the larger group in the chat or to make themselves audible and share a short reflection. Remember to be mindful of how long you share and ask people to retain confidentiality (not to share names or details of stories) but to share the learnings from their conversations.




	<p> We invite people to come onto camera to share so that we can emphasize multiple voices in the room. Model or remind people to share for a short period of time. We also like to read out or comment on reflections that are shared in the chat.</p> <p> • Spotlight the facilitator, ASL interpreter and the participant speaker(s).</p>
<p>12:57- 1:00 (3 min)</p>	<p>Closing (facilitator 2)</p> <ul style="list-style-type: none"> • Challenge for the week – Pay attention to the seeds that you are planting now that will grow in the future. • Reminder about the Toolkit and the virtual feedback form (if you have one) • Encouragement to engage in reflection and self care in order to integrate today's session – drink water, take a walk, write a few words in a journal, take a long deep breath • Please unmute to say good-bye • Music plays as people exit Zoom (you choose something that resonates) <p> • Share <u>resource toolkit link</u> in chat</p>



Image taken at a public version of *Belonging a Weekly Practice* at Yerba Buena Center for the Arts during the exhibit, Brett Cook & Liz Lerman: *Reflection & Action*, January 2023.

Advanced Session #5: Longer Bridges: What if We Called In, Rather Than Called Out?

Why choose this session?

Facilitator level: Advanced (holding the space skillfully as well as an ability to conduct a longer mindfulness activity)

Content level: Advanced (challenging subject matter that should be held with care and sensitivity)








Overview: This session helps guide participants through an experience related to the topic of bridging. Bridging is a tool that helps build and deepen relationships across differences without the aim to change people's minds. This session starts with movement centered on preparing people to bridge, recognizing that in the words of bell hooks, bridges are meant to be walked on, and require some preparedness and reinforcements. A video clip from the 2021 O&B conference featuring professor Loretta Ross is shown to illustrate the power of "calling in" vs. calling out. The session is enriched with consideration, vulnerability and discussion in small breakouts and large group reflections.

Goals

- Participants will deepen their understanding of longer bridges
- Participants will move in ways that strengthen our bodies and minds to bridge
- Learn about calling in and bridging as responses to differences, harm and conflict
- Develop willingness to bridge outside of meeting

Suggested background materials for facilitators

- Professor Loretta Ross's website: <https://lorettajross.com/>
- Othering and Belonging Conference session **On Good Conflict: What If We Called In, Rather Than Called Out**
- **Bridging Differences Playbook** by the Greater Good Science Center

<p>15 mins before meeting starts</p>	<h2>Facilitator Prep and Connection</h2> <p>Meet and check-in with your co-facilitators. If needed, do a simple grounding exercise or finalize agenda roles.</p> <ul style="list-style-type: none">  Develop a practice that allows you to relax and access your own joy and purpose before beginning.  <ul style="list-style-type: none"> • Turn on closed captions • Chat people in the waiting room
<p>12:00-12:03 (3 min)</p>	<h2>Welcome people to the space</h2> <p>Music playing as people enter Zoom Slide w/ welcome and purpose statement. <u>Here is the one we use at OBI.</u></p> <ul style="list-style-type: none">  Ideally music is chosen that connects in some way to the theme of the session - a good example for this session would be Miracle by Sault  <ul style="list-style-type: none"> • Share screen with welcome slide and purpose • Share sound and play music • Spotlight ASL interpreter if there is one  <ul style="list-style-type: none"> • Warm up the chat, welcome people to the space • Share the music which is chosen based on the theme for the day
<p>12:03-12:10 (7 min)</p>	<h2>Opening (facilitator 1)</h2> <h3>Welcome</h3> <ul style="list-style-type: none"> • Do your own short intro to the work and the purpose in holding the space • Do a short facilitator introduction w/ visual description • Introduce the theme: Belonging sees humanity across difference; Belonging is not "saming" and Belonging invites us to develop our skills in deep listening and curiosity • Introduce ASL interpretation if there are any <ul style="list-style-type: none">  We recommend practicing your opening so that it stays within the 7 min time frame. The welcome will depend on your setting. You should identify and state your own purpose for facilitating the session. This is different from the theme, which is pulled from the Belonging Statement and guides the activities of the session.  <ul style="list-style-type: none"> • Spotlight facilitator who is welcoming the space and the ASL interpreter <h3>Zoom housekeeping</h3> <ul style="list-style-type: none"> • <i>You can change your view and rename yourself by going to the upper right hand corner</i> • <i>You can turn on and off the closed captions by clicking on the live transcript button in the lower right toolbar on zoom</i>

- *We appreciate your messages but may not be able to respond to them directly during the facilitation*

Land Acknowledgment

- Share your land acknowledgement
- Invite participants to drop where they're coming from in the chat



We recommend writing your own land acknowledgement so that it is meaningful and personal to you and your context. We reviewed numerous ones and then wrote ours which you can view on page 12. There may be other things you want to acknowledge as well depending on your context.



- Include links to land acknowledgment references
- Drop in link to the [Native Land map](#) during land acknowledgment and other land acknowledgment references such as the [LANDBACK Manifesto](#)

Resource Toolkit from OBI

- If you'd like further resources on belonging, you can share the resource toolkit from OBI or drop in your own resources for deepening understanding of belonging



- Share [resource toolkit link](#) in chat

Community Guidelines

- Speak from the "I."
- Speak up, Listen up.
- Speak from a place of respect.
- Be mindful of the power of our words, actions and intentions.
- We encourage all of us to not "same" experiences but to expand what is included in the larger "we."
- This is a creative space that asks us to stay open to possibility and imagination.
- Take what you want; leave the rest.
- All of our movement and mindfulness practices are invitations; we encourage you to adjust or adapt them. We will also seek to offer multiple options.
- **We encourage you to leave your camera ON as much as possible in the spirit of being present in the space, especially in breakout rooms.**



We don't read through these every week but we do emphasize the last community guideline as encouragement for cameras to remain on.



- Share screen during community agreement portion










- Add community guidelines in the chat




Mindfulness & Movement (facilitator 2)

Mindfulness activity

12:10-
12:17
(7 min)

- *Please join me in taking a deep breath in... and then out*
- *Gently close or lower your eyes*
- *For a few seconds put all your focus and attention on your breath*
- *Allow the breath to relax and open the space between your eyebrows, your jaw, your shoulders, your belly, and anywhere in your body that needs relaxation and care*
- *Gently lengthen your spine*
- *Now imagine that you are approaching a bridge. Really take a good look at this bridge and take it in. Notice the material it's made of. Notice what it's traversing. Now take a step onto the bridge, knowing that this bridge is one that connects you with someone or something that is different from you, that scares you a bit. And yet you feel a strong pull, a powerful willingness to travel across the bridge to meet that person or that situation with an open heart and an open mind.*
- *Notice the courage it takes to take even that first step.*
- *Now feel yourself walking, gaining strength, confidence and self-respect*
- *Notice your body as you walk. Notice that it is the perfect vehicle for this courageous journey*
- *Find yourself at the other end of the bridge*
- *Take a deep breath and see the person, people or institutions that you have become willing to bridge with. Notice whatever is going on in your body - sensation, temperature, heart rate, breath*
- *Stand with your feet firmly on the ground. Feel yourself expanding from the inside out. This is just the beginning. This is just a start. You've made the first moves toward bridging. You can come back to this place at the other side of the bridge again to take the next step, whatever that may be, but for now your journey is complete.*
- *Watch as the scene before you dissolves into light.*
- *Feel yourself returning to the place where you're sitting.*
- *Wiggle your fingers and your toes. Roll your shoulders. Feel your body in your chair.*
- *Now let's take a collective deep breath in... and let it out. And gently open your eyes.*

	<p> This mindfulness activity should be adjusted so that the facilitator can speak from their own role models or examples.</p> <p> • Spotlight facilitator during mindfulness portion.</p> <p>Movement</p> <ul style="list-style-type: none"> • <i>If bridging requires walking, what do we need to be ready to walk/move in this way? One thing that I require is a deep love and respect for my body, which is the instrument for my work in this world.</i> • <i>Now let's move to a short piece of music in whatever ways make sense to our bodies from this space.</i> <p>Song: My Body by Beautiful Chorus</p> <p> We invite people to adjust movement activities as needed for them. Feel free to add in specific ways this can be adjusted depending on the movement activity.</p>
<p>12:17- 12:20 (3 min)</p>	<p>Belonging Statement (facilitator 1)</p> <p>Belonging Statement</p> <ul style="list-style-type: none"> • Every week we read our Belonging Statement and highlight the theme for the session. <div data-bbox="889 1012 1323 1285" data-label="Image"> </div> <p> Facilitator reads, or you can invite participants to read. Make this decision based on timing and people's willingness to engage with the material.</p> <p> • Share screen with belonging statement</p> <p> • Facilitator 2 sets up breakout rooms with groups of 3 for 7 minutes</p> <p> • Drop belonging statement text in the chat</p>
<p>12:20- 12:45 (25 min)</p>	<p>Reflection and Breakout Room Conversations</p> <p>Show clip from Loretta Ross's video on preparing to bridge/call-in from the OBI Conference (5 min) 54:07-56:18</p> <p>https://www.youtube.com/watch?v=7EE3LIUbll</p>

	<ul style="list-style-type: none"> • Professor Ross starts the conversation with a story about working with men in prison who have raped women as a woman who is a rape victim • This is an excerpt from the conversation • Go to breakouts (20 min) • In breakouts you will reflect on what you heard, how it landed and how calling in is connected to bridging • You will come back and share with the larger group what you talked about <p> We recommend ensuring time for each person in the group to have 3-4 minutes of talking time.</p>
<p>12:45-12:57 (12 min)</p>	<p>Big group discussion with group share outs (Facilitator 3)</p> <p>Invite people to share in a reaction, a note and call and response to engage. call/response, reaction, comment in the chat.</p>
<p>12:57-1:00 (3 min)</p>	<p>Closing (facilitator 2)</p> <ul style="list-style-type: none"> • Share any follow up links or resources you may have for your group • Challenge - invite someone into your space, think about your interaction between self and complex systems • Encouragement to engage in reflection and self care in order to integrate today's session - drink water, take a walk, write a few words in a journal, take a long deep breath • Please unmute to say good-bye • Share feedback or questions form in chat (if you have them) • Music plays as people exit Zoom (you choose something that resonates) <p> We really emphasize starting and ending on time. This helps emphasize the practice intention and makes it consistent for people who are squeezing this into a busy day.</p> <p> • Share <u>resource toolkit link</u> in chat</p>
<p>5-10 min</p>	<p>Reflection for facilitators</p> <p>We break up our reflection process:</p> <ul style="list-style-type: none"> • General reflections • Reflections on what worked and what could improve with Process and then Content • Note any adjustments for next time

Closing Statement

Thank you for your interest in this facilitator and practice guide, we hope that the content and practices contained within it are helpful to you and to our shared goal of advancing belonging. We give tremendous appreciation to everyone who has shown up to Belonging a Weekly Practice and contributed to its development, it could not exist without people willing to engage. We give great appreciation to the gifted and kind participants who helped this project through engaging in deep review of the first draft of this facilitator and practice guide, your contributions helped shape this document significantly. We give appreciation to all writers, authors, artists and persons referenced in this guide who created works, teachings and offerings that we used in sessions to advance our collective learnings, explorations and discussions. We give appreciation to the OBI internal team who helped us review, edit and design this document. Lastly we give thanks to each other, for our individual gifts and contributions that came together with care, focus and ambition to produce many real time events and document them for the purpose of longer term learning. We sincerely hope this Facilitation and Practice guide helps you further create belonging in our shared world.

Acknowledgements

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