



# What Do Authentic Dialogue Facilitators Do?

## Overview of Purpose & Responsibilities

### PURPOSE

The primary goal of the Anti-Racism Initiative is to “eliminate racial and culturally based disparity for Ramsey County Community Human Services clients.” The Anti-Racism Leadership Team (ARLT) mission is to “recognize racism in our institution and implement a transformational strategy for change.”

The purpose of training Authentic Dialogue facilitators is to support the mission and goal of our department’s Anti-Racism Initiative, including the Ending Racial Disparities Project. Authentic dialogue work supports our commitment to become an anti-racist multi-cultural organization. We believe authentic dialogues lead to deeper understanding of the impact of racism and institutional racism on the clients we serve and our colleagues.

### RESPONSIBILITIES

The primary responsibility of a facilitator is to become trained in the Authentic Dialogue model and hold dialogue (discussion) sessions for staff around Race/Ethnicity and Race/Ethnicity related issues.

- Create some dialogues in advance, which all interested staff may attend. Dialogue questions will be created in consultation with the Anti-Racism Training Action Team or the Authentic Dialogue facilitation group or others involved in AR work.
- Create some dialogues to meet specific requests from individual/groups. The questions will be created in consultation with the individual/group making the request and the Authentic Dialogue facilitator(s).
- Facilitate different types of dialogues (discussions) for work groups/units, divisions, the department, and Ending Racial Disparities partners. Dialogue types include:
  - dealing with micro-aggressions;
  - understanding internalized racial oppression and internalized racial superiority;
  - understanding institutional racism;
  - understanding privilege and power.
- Facilitate dialogues at different times. A designated ARLT member coordinates requests. Dialogues occur:
  - after a group participates in an experiential activity (i.e. Privilege Walk);
  - when a group wants to create shared understanding around the group’s role in our Anti-Racism work;
  - when a group wants to share their perspectives on how our organization can become a multi-cultural Anti-Racist organization;
  - after a racist incident occurs within our department.