

New**CORE**

a new conversation
on race and ethnicity



NEWCORE
MLK LEGACY 80|80
CONVERSATIONS

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CONVERSATION KIT

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ABOUT THIS CONVERSATION KIT

This complementary Conversation Kit associated with NewCORE's 2018, MLK Legacy Conversations: 80/80, is intended to be a resource for stimulating and informing conversations that commend, and reflect upon the life, leadership and legacy of Rev. Dr. Martin Luther King, Jr.

The back ground information and quotes provided in this Conversation Kit about Rev. Dr. Martin Luther King, jr. was sourced from primary public sources including The King Center, Inc., based in Atlanta, Georgia; The Martin Luther King Research and Education Institute based at Stanford University in Stanford, California.; and www.great-quotes.com

Likewise, this Conversation Kit sources information from vetted primary sources with appropriate copyright information. The kit highlights various suggested approaches considered helpful for starting, facilitating and sustaining small group Conversations for and among different groups [i.e. students, congregants, co-workers, families, volunteers, community leaders, merchants] and all persons of good will that appreciate conversation. For convenience some sections of the kit are intended for specific, self identified audiences. Note that these materials may also appeal to others. The Conversation Kit is intended to be simple and brief toward helping individuals and groups to participate in the NewCORE 2018 MLK Legacy Conversations: 80/80



The 2018 MLK Legacy Conversations: 80/80 was established to increase public awareness and appreciation for the life, leadership and legacy of Rev. Dr. Martin Luther King, Jr., who was martyred on April 4, 1968. Further, many Americans know little about the scope and specifics of Dr. King's substantial contributions to the nation's ethos and public discourse during the Civil Rights era. The eve of Dr. King's birth and the ensuing period until his untimely martyrdom, account for 80 days. April 4, 2018 will mark the 50th year remembrance of the assassination of Dr. King.

The NewCORE 2018 MLK Legacy Conversations: 80/80, collaborating Legacy Partners include: Philadelphia Media Network (publisher of Philadelphia Inquirer & Daily News); Philadelphia Museum of Art; PECO Energy Co; WHYY, Inc. and; K-Love Radio

There are approximately 80 days between Dr. King's birthday and the day that he was martyred. Respecting the significance of the final eighty days of Dr. King's life, NewCORE is promoting 80 Conversation in 80 days across our city and region that appreciate and affirm the legacy of Dr. King and the values and ideals modeled by him..

NewCORE and its partners are collaborating to, engage thousands of residents and stakeholders in Conversations that introduce, recall and commend the life, leadership and legacy of Dr. King and; convening Anchor Conversations that highlight or feature aspects or dimensions of Dr. King's contributions [to the matters of racial equality, materialism, social justice, civil rights, civic engagement, nonviolence and direct action, faith and virtue, love, poverty, militarism, etc. and; provide a framework for promoting racial understanding] and personal enlightenment on the opportunities for reconciliation across and within sectors of Philadelphia and the region.

Other diverse partners include, University of Pennsylvania, Eastern University; Cheyney University, Temple University, Drexel University, Lincoln University, Gwennyd Mercy University, LaSalle University, Community College of Philadelphia Jewish Community Relations Council; City of Philadelphia (Office of Public Engagement; 1st Episcopal District of the African Methodist Episcopal Church, POWER, Zion Hill Baptist Church, Main Line Reformed Temple, Overbrook Presbyterian Church; Urban League of Philadelphia [Others Pending]



Date/Time	Venue/Sponsor	Activity
Sunday, January 14th 6pm	Zion Hill Baptist Church 5301 Spruce Street Philadelphia	Worship Service: Rev. Dr. Martin Luther King, Jr Prophetic Witness of Christian Hope Rev. Dr. William J. Shaw, Pastor, White Rock Baptist Church, Guest Preacher
Monday, January 15th 11:30am	Philadelphia Museum of Art	Annual Conversation of Kings: Strength to Love, A Call to Action" Intergenerational Conversation
Monday, January 15th 6pm	Philadelphia Media Network (Inquirer, Daily News, Philly.com)	Does Dr. Martin Luther King, Jr.'s life, legacy and hope for America matter? 2018 MLK Legacy Conversations: 80/80 Launching Reception and Panel Discussion
Wednesday, January 17th 7pm	Zion Baptist Church & Main Line Reformed Temple Ardmore, PA	Joachim Prinz," I shall not be Silent" film viewing andConversation
Thursday, January 18th 7pm	Janes Memorial United Methodist Church Philadelphia	"Community Organizing and the Struggle for Racial Justice"
Monday, January, 22nd 1pm-8pm	Saint Joseph's University Campion Student Center, Sunroom I	American Stories: A Peace of My Mind Exhibit and Presentation by John Noltner..." what is the unique opportunity or challenge of talking about race at this moment in history?"
Monday, January 22nd 6pm	African American Resource Center AARC/SSPP University of Pennsylvania	Diverse Student Scholars Panel. Reflect on Dr. King's thoughts for today's times
Tuesday, January 30th 7pm	Mother Bethel AME Church Philadelphia	MLK Legacy Conversation
Friday, February 9th 2pm	Mt. Pisgah AME Church Philadelphia	MLK Legacy Conversation
Wednesday, February 14th 10am	Mayor's Office of Public Engagement Philadelphia	MLK Legacy Conversation: Love your King
Wednesday, February 21st 6pm	Philadelphia Museum of Art	Community Conversations on Dr. King seen through and in Art
Thursday, February 22nd 6pm	LaSalle University	MLK Legacy Conversation
Wednesday, February 28th 6pm	Gwynedd Mercy University	Civil Discourse: Examining 'Post Racial' America
Wednesday, March, 14th 12pm	PECO Energy Hall Philadelphia	Women and the Civil Rights Movement that supported Dr. King, (Luncheon)
Tuesday, March 27th 7pm	Mother Bethel AME Church Philadelphia	MLK Legacy Conversation
Wednesday, April 4th 6am	Benjamin Franklin Bridge and St George United Methodist Church	10th Annual Bridge Walk and Conversation
Wednesday, April 4th 6pm	WHYY, Inc. Studio Philadelphia	Concluding MLK Legacy Conversations, Where do we go from here?

We will provide a Conversation Kit to assist small and large group Conversations over the 80 days from January 15th to April 4th. We are developing partnerships with congregations, institutions and civic organizations to sponsor MLK Legacy Conversations on College and University campuses, Schools and local government. This schedule will be periodically updated and published.



OUR MISSION

The mission of NewCORE is to harness the power of sincere conversation about race and ethnicity and use it to break down barriers, facilitate mutual understanding and respect, build bridges, and promote truth, justice and reconciliation.

OUR VISION

We are a multi-racial, interfaith body of many striving to become one through a new conversation on race and ethnicity. We recognize the urgency to speak and listen to our racial and ethnic histories, experiences and struggles and to respect each person's dignity and individual journey. Our differences will one day serve not to divide but to enrich and inspire. Our conversation continues the long march toward realizing the as yet unfulfilled promise – “a more perfect union.”

OUR HISTORY

In March 2008, after then Senator Barak Obama delivered his speech “Toward a More Perfect Union” at the National Constitution Center in Philadelphia, Mayor Michael Nutter gathered a diverse group of clergy and charged them to develop a means for the city to engage in an honest conversation on race. Over the last nine years, that group has increased its diversity and, through a monthly commitment to sincere conversation (utilizing personal storytelling and active listening) we have crafted and continue to practice a New Conversation on Race and Ethnicity.

OUR PHILOSOPHY OF CONVERSATION

In its most basic form, conversation may be thought of as an informal exchange of ideas, sentiments, observations, or information. NewCORE, however, believes there is conversation that can both be more and do more. When we use the term “conversation”, we are speaking of exchanges that replace mere “dialogue” by being inclusive of multiple partners and perspectives. NewCORE conversation listens to, respects, affirms, and acknowledges people, and gives us the opportunity to truly know and develop caring relationships with one another. Our Conversations involve sharing personal stories and using shared experiences as a way of tackling tough issue of Race and Ethnicity. We create safe space to share the things that make us uncomfortable. We move past the limits of polite chat to form trusted community. Conversation, as we define it, is valuable in and of itself—it need not be only a vehicle to other action. It IS action. And we are committed to using the power of conversation to positively transform people and situations.



NewCORE

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To contact NewCORE:

Reverend Steven Lawrence, Board Chair
NewCORE c/o White Rock Baptist Church
5240 Chestnut Street
Philadelphia, Pennsylvania 19139

or

Dr. Malcolm T. Byrd, 267-879-2168

email: newcorephila@gmail.com

web: www.newcorephilly.org

facebook: www.facebook.com/newcore.philly?fref=ts

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Join NewCORE at its Monthly Conversation
8am, 1st Thursdays Monthly at White Rock Baptist Church



Rev. Dr. Martin Luther King, Jr. Speaks

“The ultimate measure of a man is not where he stands in moments of comfort and convenience, but where he stands at times of challenge and controversy.”

“Whatever affects one directly, affects all indirectly. I can never be what I ought to be until you are what you ought to be. This is the interrelated structure of reality.”

“We will remember not the words of our enemies, but the silence of our friends”

“No, no, we are not satisfied, and we will not be satisfied until justice rolls down like waters and righteousness like a mighty stream”

“The hope of a secure and livable world lies with disciplined nonconformists who are dedicated to justice, peace and brotherhood.”

“Human progress is neither automatic nor inevitable... Every step toward the goal of justice requires sacrifice, suffering, and struggle; the tireless exertions and passionate concern of dedicated individuals.”

“Nothing in the world is more dangerous than a sincere ignorance and conscientious stupidity.”

“Cowardice asks the question, ‘Is it safe?’ Expediency asks the question, ‘Is it politic?’ But conscience asks the question, ‘Is it right?’ And there comes a time when one must take a position that is neither safe, nor politic, nor popular but because conscience tells one it is right”

“Law and order exist for the purpose of establishing justice and when they fail in this purpose they become the dangerously structured dams that block the flow of social progress.”

“If you lose hope, somehow you lose the vitality that keeps life moving, you lose that courage to be, that quality that helps you go on in spite of it all. And so today I still have a dream. The Trumpet of Conscience”

“We shall have to repent in this generation, not so much for the evil deeds of the wicked people, but for the appalling silence of the good people”



About Rev. Dr. Martin Luther King, Jr.

Born at noon on Tuesday, January 15, 1929 at the family home in Atlanta, Martin Luther King, Jr. was the first son and second child born to the Reverend Martin Luther King, Sr. and Alberta Williams King. Also born to the Kings were first-born Christine, now Mrs. Isaac Farris, Sr., and the King's third child Reverend Alfred Daniel Williams King, now deceased.

Martin Luther King, Jr.'s maternal grandparents were the Reverend Adam Daniel Williams, second pastor of Ebenezer Baptist Church, and Jenny Parks Williams. His paternal grandparents were James Albert and Delia King, sharecroppers on a farm in Stockbridge, Georgia.

He married Coretta Scott, the younger daughter of Obadiah and Bernice McMurry Scott of Marion, Alabama, on June 18, 1953. The marriage ceremony took place on the lawn of the Scott's home in Marion, Alabama. The Rev. King, Sr. performed the service, with Mrs. Edythe Bagley, the sister of Coretta Scott King as maid of honor, and the Rev. A.D. King, the brother of Martin Luther King, Jr., as best man.

During the less than 13 years of Dr. Martin Luther King, Jr.'s leadership of the modern American Civil Rights Movement, from December, 1955 until April 4, 1968, African Americans achieved more genuine progress toward racial equality in America than the previous 350 years had produced. Dr. King is widely regarded as America's pre-eminent advocate of nonviolence and one of the greatest nonviolent leaders in world history.

Drawing inspiration from both his Christian faith and the peaceful teachings of Mahatma Gandhi, Dr. King led a nonviolent movement in the late 1950's and '60s to achieve legal equality for African-Americans in the United States. While others were advocating for freedom by "any means necessary," including violence, Martin Luther King, Jr. used the power of words and acts of nonviolent resistance, such as protests, grassroots organizing, and civil disobedience to achieve seemingly-impossible goals. He went on to lead similar campaigns against poverty and international conflict, always maintaining fidelity to his principles that men and women everywhere, regardless of color or creed, are equal members of the human family.

Dr. King's "I Have a Dream" speech, Nobel Peace Prize lecture and "Letter from a Birmingham Jail" are among the most revered orations and writings in the English language. His accomplishments are now taught to American children of all races, and his teachings are studied by scholars and students worldwide. He is the only non-president to have a national holiday dedicated in his honor, and is the only non-president memorialized on the Great Mall in the nation's capitol. He is memorialized in hundreds of statues, parks, streets, squares, churches and other public facilities around the world as a leader whose teachings are increasingly-relevant to the progress of humankind.

Some of Dr. King's most important achievements include:

In 1955, he was recruited to serve as spokesman for the Montgomery Bus Boycott, which was a campaign by the African-American population of Montgomery, Alabama to force integration of the city's bus lines. After 381 days of nearly universal participation by citizens of the black community, many of whom had to walk miles to work each day as a result, the U.S. Supreme Court ruled that racial segregation in transportation was unconstitutional.

In 1957, Dr. King was elected president of the Southern Christian Leadership Conference (SCLC), an organization designed to provide new leadership for the now burgeoning civil rights movement. He would serve as head of the SCLC until his assassination in 1968, a period during which he would emerge as the most important social leader of the modern American civil rights movement.

In 1963, he led a coalition of numerous civil rights groups in a nonviolent campaign aimed at Birmingham, Alabama, which at the time was described as the "most segregated city in America." The subsequent brutality of the city's police, illustrated most vividly by television images of young blacks being assaulted by dogs and water hoses, led to a national outrage resulting in a push for unprecedented civil rights legislation. It was during this campaign that Dr. King drafted the "Letter from a Birmingham Jail," the manifesto of Dr. King's philosophy and tactics, which is today required-reading in universities worldwide. Later in 1963, Dr. King was one of the driving forces behind the March for Jobs and Freedom, more commonly known as the "March on Washington," which drew over a quarter-million people to the national mall. It was at this march that Dr. King delivered his famous "I Have a Dream" speech, which cemented his status as a social change leader and helped inspire the nation to act on civil rights. Dr. King was later named Time magazine's "Man of the Year."

In 1964, at 35 years old, Martin Luther King, Jr. became the youngest person to win the Nobel Peace Prize. His acceptance speech in Oslo is thought by many to be among the most powerful remarks ever delivered at the event, climaxing at one point with the oft-quoted phrase "I believe that unarmed truth and unconditional love will have the final word in reality. This is why right temporarily defeated is stronger than evil triumphant."

Also in 1964, partly due to the March on Washington, Congress passed the landmark Civil Rights Act, essentially eliminating legalized racial segregation in the United States. The legislation made it illegal to discriminate against blacks or other minorities in hiring, public accommodations, education or transportation, areas which at the time were still very segregated in many places.

The next year, 1965, Congress went on to pass the Voting Rights Act, which was an equally-important set of laws that eliminated the remaining barriers to voting for African-Americans, who in some locales had been almost completely disenfranchised. This legislation resulted directly from the Selma to Montgomery, AL March for Voting Rights led by Dr. King.

Between 1965 and 1968, Dr. King shifted his focus toward economic justice – which he highlighted by leading several campaigns in Chicago, Illinois – and international peace – which he championed by speaking out strongly against the Vietnam War. His work in these years culminated in the "Poor Peoples Campaign," which was a broad effort to assemble a multiracial coalition of impoverished Americans who would advocate for economic change.

Dr. Martin Luther King, Jr.'s less than thirteen years of nonviolent leadership ended abruptly and tragically on April 4th, 1968, when he was assassinated at the Lorraine Motel in Memphis, Tennessee. Dr. King's body was returned to his hometown of Atlanta, Georgia, where his funeral ceremony was attended by high-level leaders of all races and political stripes.

PLEASE CONSIDER

NewCORE has practical experience and expertise in conversing and facilitating Conversations about Race and Ethnicity and thus invite consideration of these observations.

Sometimes conversations about Race can be fairly benign, abstract and academic. However, the theme of Racism, as a conversation is complicated and complex and has multiple known and unknown pain points and is potentially risky to social and professional relations and status.

As citizens or members of a group it's not necessary or expedient to always speak the truth in conversations. In fact, not worrying about exactly what happened or soul bearing can help free up people for safe conversation.

People's views and attitudes about Race are not always matured and fixed but are still in formation and volition. Therefore, we can be flexible and tolerant of where they are in development or process.

We want our Conversations to foster/promote a climate and practice of Mutual Purpose, Mutual Respect, and Celebrating Difference despite diverse perspectives and experiences of Race and Racism.

Helping each other to install appropriate guard rails and civility in otherwise robust conversations on Race and Racism is a noble and valued role in facilitated conversations.

- Racial difference and Racism are issues that are difficult to ignore.
- Conversations about Race and Racism are usually uncomfortable and upsetting for most people. Let us be sensible. — Conversations about Race and Racism are needed to be binary but can also be beneficially multi-equilateral and intersectional. Let us be engaging.
- As individuals we may have personal opinion(s) and views, feelings and attitudes about Racial difference and Racism, but are mindful and sensitive to what others might say or think about such opinions, views, feelings and attitudes. Let us be responsible and respectful.
- Some of us have fluid circumstantial opinions and views, but don't feel that we can share or say exactly what we mean and feel. Let us strive for non-offensive authenticity.
- Some of us may begin giving our opinions and views, but want to state it in the same eloquent manner that we are capable of in our native or heart language. Let us be receptive and appreciative.
- Others of us are more actively participant in Conversations about Race and Racism and feel confident in our opinions and express them eloquently making the less confident weary. Let us be gracious and aware.
- Disagreements, while they may be spirited, are best in Conversations if based on the content of ideas and opinions, not on personalities. Let us be harmless.
- Even in disagreement, there should be an understanding that in this conversation we are working together to share opinions, feelings views and mutual support that could sustain Conversation toward more meaningful and enriching Conversation. Let us be open.
- Conversations about Race and Racism don't have to alter opinions, attitudes, views and feelings to be regarded as successful. Such Conversations don't have to be conclusive, action prompting or problem solving to be valued and educative.

NewCORE Conversation Method

in the Context of Pask's categories of the Learning Conversation
"What Happened," "Feelings," and "Identity."

The NewCORE method uses the small group as the place where storytelling, listening, questioning and conversation can be optimized.

The first element is the "What Happened?" conversation where the parties focus on their perceptions of the truth, their assessments of intentions and impact and their contributions to the problem.

NewCORE. The content of the conversation is personal story. It is the truth as the storyteller understands it. The assessments/interpretation of events, feelings, intentions and impact is crafted by the storyteller, not applied by the listeners. The personal story is remembered and related differently each time it is shared because the teller changes in perspective, maturity, experience at each telling. The role of the listeners is not to correct the story, imagine or hope for a different telling or interpretation or to controvert the storyteller. The listeners must instead probe the story by questioning the storyteller. These questions seek to draw out more detail, to clarify the event, and the engage the storyteller in discovering new facets of his or her story. The following guidelines can assist the listeners:

Conversation Guidelines

Positive Questions

Draw out the story teller: *"Say a little more about your time in the service."*

Clarify story points: *"Where is the place you mentioned?" "What did that person say to you?"*

Probe deeper for reflection: *"Looking back, what do you think was his motive?" "Are you still affected by that event?"*

Identify commonalities: *"I spent a summer in South Carolina. How did you deal with the way you were treated?"*

Questions or Comments to Avoid

Comments that are lead-ins to another person's story. *"You mentioned shoes in your story. I am a shoe collector. I must have about 200 pairs for all over the US." "I...I...I..."*



Comments that try to correct the storyteller's story. We ask the storyteller about his or her interpretation, we do not substitute our own. Each person's story is their story. *"Why would you say the store owner was racist? I'm sure he's treated other shoppers that way."*

Defensive statements. *"I would never have said that to you. I have a niece who married a Mexican and we get along fine."*

Off Topic Statements. These could also be defensive statements. *"This is OK but I thought we were going to talk about racism."*

Tell personal stories. Conversation is not debate. Personal stories help form relationships.

Practice Active Listening. Listen and ask questions to understand.

The second element is the **"Feelings"** conversation which enables parties to surface the unexpressed feelings which are at the heart of the matter.

The NewCORE method accepts the expression of feeling as the storyteller's natural expression. Often when we share personal feelings (opinions) about matters of race, we do not offer the context of those feelings. When our perspectives are spoken in the context of our personal story, it give meaning to our feelings and provides a story that helps what we feel make sense. The listener may not agree with the feelings or the opinions but the listener may better understand those feeling when they are in context.

e.g. when children see parents mistreated and come to understand that the reason is race, there is formed a memory, a feeling, that may engender words, actions, feelings and opinions on race. Be they accurate in an objective sense is open to discussion. But they may make sense in the context of the story.

The third element is the **"Identity"** conversation which means the parties are challenged to look honestly at their perceptions of themselves.

The NewCORE method puts the storyteller in the position of discovering elements of identity in the story. The retelling, after the passage of time, reveals elements that are not part of the original story but have been reflectively added to it each time the story is remembered and told. These discoveries are powerful to the storyteller because they are surprises, unplanned utterances, brought out by the context of the listening small group. Can identity be enforced from the outside? Perhaps. But how powerful it is when we discover a truth in the story we have told dozens of times



Additional Conversation Approaches

The Focused Conversation Method

The focused conversation method is described by Laura Spencer (1989) in her book *Winning Through Participation*. The method allows the discussion leader to guide a group through 4 “natural” stages of thinking about the topic of discussion. These stages are equivalent to the rungs on Argyris’ ladder of inference and also to the quadrants in Kolb’s experiential learning cycle. The stage names and definitions for the focused conversation method are summarized in Table 1.

Focused conversation is a guided conversation technique based on a specific method of questioning. It helps people process information and reach their own thoughtful conclusions. Focused conversation involves discussing and answering a series of questions based on four levels of thinking:

- **O**bjective questions—dealing with data and sensory observation
- **R**eflective questions—related to personal reactions and associations
- **I**nterpretive questions—about meaning, significance and implications
- **D**ecisional questions—concerned with resolution.

When using focused conversation, it is important to follow the order of the questions from **O**bjective to **R**eflective to **I**nterpretive to **D**ecisional (**ORID**), while adjusting the number of questions in each area to meet your needs.

For more specific details, go to

<http://ideas.education.alberta.ca/hsc/current-projects/collaborative-practices/guide>



Fishbowl (conversation)

A fishbowl conversation is a form of dialog that can be used when discussing topics within large groups. Fishbowl conversations are sometimes also used in participatory events such as unconferences. The advantage of fishbowl is that it allows the entire group to participate in a conversation. Several people can join the discussion

Four to five chairs are arranged in an inner circle. This is the fishbowl. The remaining chairs are arranged in concentric circles outside the fishbowl. A few participants are selected to fill the fishbowl, while the rest of the group sit on the chairs outside the fishbowl. In an **open fishbowl**, one chair is left empty. In a **closed fishbowl**, all chairs are filled. The moderator introduces the topic and the participants start discussing the topic. The audience outside the fishbowl listen in on the discussion.

In an open fishbowl, any member of the audience can, at any time, occupy the empty chair and join the fishbowl. When this happens, an existing member of the fishbowl must voluntarily leave the fishbowl and free a chair. The discussion continues with participants frequently entering and leaving the fishbowl. Depending on how large your audience is you can have many audience members spend some time in the fishbowl and take part in the discussion. When time runs out, the fishbowl is closed and the moderator summarizes the discussion.

An immediate variation of this is to have only two chairs in the central group. When someone in the audience wants to join the two-way conversation, they come forward and tap the shoulder of the person they want to replace, at some point when they are not talking. The tapped speaker must then return to the outer circles, being replaced by the new speaker, who carries on the conversation in their place.

In a closed fishbowl, the initial participants speak for some time. When time runs out, they leave the fishbowl and a new group from the audience enters the fishbowl. This continues until many audience members have spent some time in the fishbowl. Once the final group has concluded, the moderator closes the fishbowl and summarizes the discussion

Knowledge Sharing Toolkit (2014). *Fish Bowl*.

Retrieved from: <http://www.kstoolkit.org/Fish+Bowl>



The Six Conversations

One: **The Invitation Conversation**

Transformation occurs through choice, not mandate. Invitation is the call to create an alternative future. What is the invitation we can make to support people to participate and own the relationships, tasks, and process that lead to success?

Two: **The Possibility Conversation**

The Possibility Conversation is one that focuses on what we want our future to be as opposed to problem solving the past. This is based on an understanding that living systems are really propelled to the force of the future. The possibility conversation frees people to innovate, challenge the status quo, and create new futures that make a difference. In new work environments this conversation has the ability for breaking new ground and in understanding the prevailing culture.

Three: **The Ownership Conversation**

The Ownership Conversation is one that focuses on whose organization or task is this? The conversation begins with the question, "how have I contributed to creating the current reality?" Confusion, blame and waiting for someone else to change are a defense against ownership and personal power.

Four: **The Dissent Conversation**

The Dissent Conversation is allowing people the space to say "no". If we cannot say "no" then our "yes" has no meaning. People have a chance to express their doubts and reservations, as a way of clarifying their roles, needs, and yearnings within the vision and mission being presented. Genuine commitment begins with doubt, and "no" is a symbolic expression of people finding their space and role in the strategy. It is when we fully understand what people do not want that we can fully design what they want. Refusal is the foundation for commitment.

Five: **The Commitment Conversation**

The Commitment Conversation is about individuals making promises to their peers about their contribution to the success of the whole organization. It is centered in two questions: What promise am I willing to make to this enterprise? And, what is the price I am willing to pay for the success of the whole effort? It is a promise for the sake of a larger purpose, not for the sake of personal return.

Six: **The Gifts Conversation**

What are the gifts and assets we bring to the enterprise? Rather than focus on our deficiencies and weaknesses, which will most likely not go away, focus on the gifts we bring and capitalize on those. Instead of problematizing people and work, the conversation is about searching for the mystery that brings the highest achievement and success in work organizations. Confront people with their essential core that has the potential to make the difference and change lives for good.

Civic Engagement Series 2007 www.asmallgroup.net



World Cafe Method

Drawing on seven integrated design principles, the World Café methodology is a simple, effective, and flexible format for hosting large group dialogue.

World Café can be modified to meet a wide variety of needs. Specifics of context, numbers, purpose, location, and other circumstances are factored into each event's unique invitation, design, and question choice, but the following five components comprise the basic model:

- 1) **Setting:** Create a "special" environment, most often modeled after a café, i.e. small round tables covered with a checkered or white linen tablecloth, butcher block paper, colored pens, a vase of flowers, and optional "talking stick" item. There should be four chairs at each table (optimally) – and no more than five.
- 2) **Welcome and Introduction:** The host begins with a warm welcome and an introduction to the World Café process, setting the context, sharing the Cafe Etiquette, and putting participants at ease.
- 3) **Small Group Rounds:** The process begins with the first of three or more twenty minute rounds of conversation for the small group seated around a table. At the end of the twenty minutes, each member of the group moves to a different new table. They may or may not choose to leave one person as the "table host" for the next round, who welcomes the next group and briefly fills them in on what happened in the previous round.
- 4) **Questions:** each round is prefaced with a **question** specially crafted for the specific context and desired purpose of the World Café. The same questions can be used for more than one round, or they can be built upon each other to focus the conversation or guide its direction.
- 5) **Harvest:** After the small groups (and/or in between rounds, as needed), individuals are invited to share insights or other results from their conversations with the rest of the large group. These results are reflected visually in a variety of ways, most often using graphic recording in the front of the room.

The basic process is simple and simple to learn, but complexities and nuances of context, numbers, question crafting and purpose can make it optimal to bring in an experienced host to help.

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