

Caste: The Origins of Our Discontents

Facilitators Guide

A statement on grace:

As facilitators we do not consider ourselves experts in this work, rather we are passionate about expanding social justice, civil discourse and dialogue, not only in our campus community but our personal spaces. As facilitators, our role is to engage our participants to think and act courageously to achieve racial equity. In our discussion, we will model the Vincentian values of respecting the human dignity of each individual and in creating spaces of care.

Setting group agreements:

1. Listen with the ear of your heart- fully hear what others are sharing.
2. Share the air- make space for all voices
3. Seek first to understand
4. Speak from your own experiences-
5. Be open to other perspectives-this is about opening ourselves to new thoughts ideas and learning about the experiences of others
6. What is said in the book group stays in the book group. We want to allow a safe space for people to openly share their thoughts and ideas. Confidentiality is of utmost importance.
7. We will not use disparaging language in describing a situation, each other or others.

Common Question Bank

- What phrase, sentence or short passage struck you in a particular way, creating a particular response in you?
- What key questions or concerns were raised for you?
- How can we personally and collectively take action to end racism?
- What kind DEI ally do you want to be?
 - As we look to the future, what will we offer to our students and community to draw upon in their own challenging times?
 - What are the stories we will tell today, and how will we *enact* those stories?