

*APPLIED ACTIVITY:***VISIONING INCLUSIVE FUTURES: A GROUP DISCUSSION ON ANTI-RACISM****Group discussion (in person/virtual event)**

Topic: Anti-racism within the community

Purpose: Invite the members of your community to join a group talk about anti-racist and inclusive futures within your archives. Use the Decolonizing Non-violent Communication (NVC) framework to discuss concerns, issues, and requests that you may have for eradicating racism in all of its forms and manifestations within your community. As a collective, commit to concrete actions of anti-racist work.

Facilitation recommendations:

- This activity can be held either in-person or virtually
- Designate a “conversation leader” and a “note taker” for each session.
- Allow each participant to have the ability to say “please don’t include this in the notes” if they wish.
- Depending on the size of your group, your current circumstances as an organization, and your goals, you may want to pick just one or two questions to discuss per session.
- Host this discussion on a regular basis (e.g. weekly, biweekly, monthly)

Potential topic questions:

How is our community inclusive?

How isn’t our community inclusive?

Who are the people in our community that we are not yet connected with?

What does the term “anti-racism” mean?

What concrete actions can we take to commit to anti-racist work within our community?

What privileges do I have, and how can they be leveraged for the benefit for people without these privileges?

How can we support the Black Lives Matter movement in our community?

Use the NVC list of emotions, feelings, and needs to:

- Observe what you are seeing within your own community.
- Articulate your feelings in regards to what you are observing.
- Voice your needs.
- Make requests to your fellow community members to work towards a more compassionate, healthy, and inclusive environment.

For more resources on anti-racism, visit: www.racialequitytools.org

For more resources on Decolonizing NVC, visit: www.traumainformednvc.com