



Norms | Inquiry to Action Series

As you facilitate this work with your peers, it is important to keep some things in mind. You can open your sessions by reviewing these (and more, if you'd like to add) with your group.

- **The work is personal, but you can choose to opt in to sharing.** We want to respect your individual boundaries, and encourage you to share when appropriate.
- **We are all approaching this series as a learner and it is likely we will move through discomfort.** We all have room to grow with our understanding of consent and consent culture in our schools and communities. No one is an expert who has come to explain consent to others; we are striving to be in dialogue with one another to learn and grow collectively, including facilitators.
- **Race, gender, ability, sexuality, religion, and myriad other identities or experiences will come up when talking about consent and consent culture.** Black, indigenous, and people of color, disabled people, female people, trans folks, children, and more have historically been denied the ability to give and get consent in this country. When those intersectionalities arise, **we invite folks with privilege to take responsibility for their own growth towards being educators and community members. These intersectional conversations all can inform our work building consent culture.**
 - If you'd like to be more explicit: Often, folks with marginalized identities are treated as experts in a monolithic marginalized experience and have to carry an undue burden of educating people with more privilege. Folks may share their experience of oppression, and privileged people become passive listeners. We encourage you to let everyone come to this discussion as a full human responsible for their own growth and learning, and dedicated to this community.
- **This work takes time - we are trying to undo centuries (or more!) of social learning.** This is hard work and it's not stuff that any of us are used to or trained in. It's okay (and even expected) that in the moment we hang in uncertainty. White supremacist patriarchal culture has instilled in us a sense of urgency. However, sustainable and meaningful growth comes from steady commitment to reflection.
- **You are your own best advocate,** you know what you need best. We understand that folks cannot always control their responses when they feel activated by a comment or a topic. If you cannot sit with discomfort, you're empowered to leave the room or do whatever feels good in that moment.

If you have questions or want more information, please email teachingconsent215@gmail.com or visit <https://pavephilly.wixsite.com/ed4consent>.



Protocol | Inquiry to Action Series

Suggested timeline for monthly meetings:

We can provide email templates for invitations, reminders, etc. Each template has a space for you to personalize the message. If another form of communication works best for your group, please edit them as needed.

Before your first meeting: Invite folks to attend, and tell them why you thought of them at least 4 weeks before the meeting. Send out the materials and logistics at least 3 weeks ahead of time to confirmed attendees. Send reminders in the week prior to the meeting.

Week 1: Day before meeting, email reminder about meeting

Week 1: Meeting

Week 2: Off

Week 3: Send out materials for next meeting with the logistics

Week 4: Email reminder about next meeting

Suggested Protocol for monthly meetings:

Yay! It's meeting time!

Here is a predictable protocol for every meeting. Please adapt this protocol as is appropriate and fruitful for your group. If you have tactics you love (like playing music as folks enter) feel free to use them.

*Meetings should take about **75-90 minutes**.*

We included some suggested language for your first meeting. If you have folks join midway through, we suggest you re-introduce each part of the protocol at the first meeting of the expanded group.

13-15 minutes

- **Ritual** - Rituals help to form a community! We'd encourage you to form a ritual as a group that involves your whole body (e.g. a shakedown, breathing, or setting up the space together). Doing something that grounds you in space and time can help you leave whatever happened earlier behind, and be more present for this gathering.
- **Welcome!**
 - **Check ins** - Go around (some options: News and Goods, Rose Bud Thorn, what weather would you be today. Feel free to take liberties and be creative! If you have a larger group, we encourage you to do one-word check ins to save time)

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- **Leaving the Space:** *Remind folks that they can leave the room for any reason at any point. They may need a drink of water, a bio break, to pick up a phone call, or anything else, so they should feel free to leave and return.*
- **Norms:** *If you'd like, you can read the norms at each meeting. We encourage you to include them as part of your meeting reminder email, post them in the space, or read them at each meeting.*

10-12 minutes

- Introduce the **Journal Question** and give participants 5 minutes to write. This is a question that is related to the readings.
 - Then ask folks to make pairs. Each partner will share for 2 minutes: You can talk about what you wrote, the process of writing, stay silent, draw, or talk about why you don't want to share.
 - **For the First Meeting,** *we encourage you to introduce the pair share this way: A pair share is when one person has the floor for a certain period of time and the other person is listening. We often think a pair share is about who is talking, but it's actually about who is listening, who is paying attention, who is holding space. Listening and paying attention is a radical act; it's rare for many of us to be listened to, to be fully listened to. We can actually heal a lot by being listened to.*
 - Explain the roles.
 - **Listener** — *Your job is to listen. You're not giving advice, you're not talking about yourself. You're taking in what they are saying and reflecting back liking them, and knowing that they are working hard to process and grow*
 - **Person being listened to**— *it's your time. Your time to process however you want. You can talk about what you wrote, the process of writing, stay silent, draw, but there is an invitation to notice being listened to and drop into your feelings. What is it like to actually notice that someone is paying attention to you? What are you feeling in this moment? (Adapted from [Bread & Roses Community Fund](#))*
 - *If you want to use it, we offer this protocol for handling potentially activating conversations:* Invite participants of the group to recognize that what they share may be triggering to others, and to offer topic disclaimers before sharing sensitive stories, *or you can refer to the last norm ("You are your best advocate..")*

15 minutes

- **Discussion Questions:** *Take 15 minutes to discuss the article as a large group, using the questions provided. If the discussion does not feel finished after 15 minutes, that is ok. It is likely that the scenario will intersect with the discussion questions, and can be used to further internalize learning.*

20 minutes

- **Scenarios:** *Have a volunteer or volunteers read the scenario presented. As a group, discuss:*
 - *What is happening in that scenario?*
 - *What power dynamics exist in the situation?*
 - *What factors could or will complicate the scenario further?*
 - *What about that feels realistic or unrealistic? Why?*
 - *What do you think could happen next to build towards consent culture?*
 - *What feels challenging about responding?*
 - *What could make you feel confident to address the situation? What tools do you have? These could be grounding tactics, understandings, relationships, etc.*
 - *How could you ask for support? What tools do you want to develop?*
 - *There may be additional questions provided with the scenario.*
- **Closing:** *Thank folks for their time and attention. Acknowledge where the room is at (for example, how did your group handle the scenario). Take a deep breath, a clap, or something else that creates a distinct bookend to your meeting.*
 - *You may need to reset the room or clean up if there were snacks - that should happen after closing.*