

INDIVIDUAL FAULT LINES SESSIONS



FUNDAMENTAL FAULT LINES QUESTION

How can you be a dismantler of systemic racism in your organization?

Session options

Four-hour in-person session covers:

- Fault Lines framework: understanding your Fault Lines blind spots across race, class, gender, generation, geography, sexual orientation and how they create perception bias.
- Restorative conversation with attendees to unpack survey results and discuss findings.
- Unconscious bias: how biases are formed, how to be conscious of your own.
- Microaggressions: what are they, and who commits them?
- Personal bias exercise: what did you learn about your biases?
- Customized Fault Lines strategy exercise.
- Work with clients to frame “From > To” exercise that applies to a specific topic or strategic goal.
 - Break into groups, workshop the question, report out.
 - Homework: continue to flesh “From > Tos” and develop strategies and steps.
 - Optimal size of training group: 25 to 30.

Three-hour video session via Zoom covers: Fault Lines framework. *(Due to COVID-19 distancing, we are experimenting with longer online sessions and formats.)*

- Restorative conversation with attendees to unpack survey results and discuss findings.
- Unconscious Bias: how biases are formed, how to be conscious of your own.
- Microaggressions: what are they, and who commits them?
- Personal bias exercise: What did you learn about your biases?
- Customized Fault Lines strategy or “From > To” exercise.
- Homework: continue to flesh “From > Tos” and develop strategies and steps.

Learning and Evaluation

- Pre- and post-training surveys of attendees to assess level of cultural competency.
- One 60-minute pre-training call for background and to shape training.
- One 60-minute post-training call to unpack survey results and discuss “From > To” next steps.

Tenor and tone

Sessions are upbeat, interactive and engaging. We seek to create a positive and open atmosphere. This isn't about finger-pointing. It's about understanding ourselves in service of more nuanced and inclusive journalism and workplaces.

Contact Martin Reynolds (mreynolds@mije.org) for pricing information.