




Overview

THEME	TIME	MATERIALS	SETUP
 US	60 MINUTES	(SEE BELOW)	CIRCLE OF CHAIRS

Topic: Reflection and strategy building for inclusive leadership.

Audience: Adults or mature adolescents who work across difference.

Conceptual Objective: Participants will understand and appreciate the danger of having only one perspective and internalizing stereotypes. Understand that power lies in who sets the agenda and who gets to tell the story. Learn about two tools: the Danger of a Single Story video and the 1-2-4-All model for reflection.

Experiential Objective: Participants will self-reflect on their internalized stories about others, hear some of the stories others believe, and consider how these stories play out in their community work and leadership.

Facilitator Prep: Preview the video. Consider how single stories play out in your life, work, and other contexts. Why does this topic matter to you? Why might it be relevant to your specific group?

Related content: This workshop would be a good complement to the Public Narrative – Story of Self workshop.

Materials: Handout and video.

Procedure

INTRODUCTIONS (3 MIN)

- Presenters introduce themselves to the group, participants introduce themselves to a neighbor.

AGREEMENTS (5 MIN)

- Invite the group to suggest agreements to create a safe discussion environment. They may include:
 1. Stay engaged (Remove distractions.)
 2. Speak your truth (Talk about your own self, life, and story, rather than those of others.)
 3. Experience discomfort (Stay in the conversation, even when you are uncomfortable.)
 4. Expect/accept non-closure (Some things will remain unclear.)
 5. Ouch! (We may feel hurt by what we hear – please speak up when this happens.)

OPENING (2 MIN)

- In this TED talk, novelist Chimamanda Ngozi Adichie reflects on how she found her authentic cultural voice – and warns that if we carry only a single story about another person or group, we risk a critical misunderstanding. She will take us on a journey of her own experiences, sharing not only “single stories” she had about others, but also stories she found others carried that affected her. After watching the video, we will engage you in a focused conversation about the video and the stories you carry and encounter too.

WATCH VIDEO (14 MIN)

- Watch from 0:00 to the 14:08 minute mark. Video is available at <https://www.youtube.com/watch?v=D9lhs241zeg>.

"1-2-4-ALL" DISCUSSION MODEL (17 MIN)

Introduce the process: first participants reflect individually, then discuss in a pair, then in a group of four, then all. (1 min)

- Silent self-reflection by individuals on a shared challenge/question (2 min)
 - a. What are "single-stories" others have believed about you?
 - b. What are "single stories" you have believed about others?
- In pairs, share a story and generate ideas for addressing single stories. (4 min)
- Two pairs get together and develop ideas, noticing similarities and differences. (5 min)
- "What is one idea that stood out in your conversation?" Each small group shares one important idea with all. (5 min)

LEADERSHIP TOOL TAKEAWAYS (4 MIN)

Note the tools participants can re-use, as they wish in their own contexts:

- Share this video with others and host your own conversation.
- Use the agreements.
- Use 1-2-4-All method of reflection.
- Use this workshop facilitation template.

GROUP DEBRIEF (15 MIN)

- What is the "danger" in these single stories?
- How are these stories perpetuated?
- Who has the power to set the agenda and tell the story in the places where you work/serve/learn?
- What can you do to interrupt single stories?

Going around the circle, ask each participant to share one commitment to action and/or one word reflecting how they are feeling now.

"The Danger of a Single Story" workshop was developed by Minnesota Campus Compact staff with Dave Ellis and Andrew Cseter, building on the TED talk of Chimamanda Ngozi Adiohe.

The Agreements in this workshop have been adapted from Glen Singleton's *Courageous Conversations*.

We welcome your suggestions for improving this guide further for future trainings. We also welcome you to use it and adapt it for your own trainings, subject to the terms below.

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Survey for "Danger of a Single Story" Workshop

Thank you for taking time to attend this Civic Agency workshop. We are very interested in receiving your feedback. (Alternatively, you may also complete this survey online at <http://tinyurl.com/ja28zek>). If you have participants complete evaluations on paper, please scan them and send them to info@mncampuscompact.org.

Primary Role: Student, Faculty, Staff, Administrator, Community Organization Staff, AmeriCorps/VISTA

Institution (College, University, Organization):

Date:

Please indicate how strongly you agree/disagree with the following about your experience with the Civic Agency workshop you participated in.

- I increased my confidence in my own ability to lead
- I gained useful leadership skills, strategies, or insights
- I learned about new leadership tools or resources
- I developed new or deeper connections with others
- I both learned from and contributed to the learning of others
- Other participants in the workshop helped me see things from a different perspective

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
	1	2	3	4	5

Please indicate how strongly you agree/disagree with each of the following statements about yourself before the workshop

Before the Workshop

- I understood my own identities and cultures
- I understood how identities and culture matter in social/community change work
- I understood how I connect with social issues on a personal level
- I was aware of strategies for fostering collaboration in diverse groups
- I was aware of strategies for effectively leading others
- I was aware of strategies for developing an action plan for social/community change
- I believed I had power to address social/community issues

	Strongly Disagree					Strongly Agree				
	1	2	3	4	5	6	7	8	9	10



Please indicate how strongly you agree/disagree with each of the following statements about yourself now:

Strongly Disagree

Strongly Agree

After the Workshop

- I understand my own identities and cultures
- I understand how identities and culture matter in social/community change work
- I understand how I connect with social issues on a personal level
- I am aware of strategies for fostering collaboration in diverse groups
- I am aware of strategies for effectively leading others
- I am aware of strategies for developing an action plan for social/community change
- I believe I have power to address social/community issues

	1	2	3	4	5	6	7	8	9	10
I understand my own identities and cultures										
I understand how identities and culture matter in social/community change work										
I understand how I connect with social issues on a personal level										
I am aware of strategies for fostering collaboration in diverse groups										
I am aware of strategies for effectively leading others										
I am aware of strategies for developing an action plan for social/community change										
I believe I have power to address social/community issues										

Is there anything you would like to tell us about your experience with the workshop?