

Courage To Be All In 2017

100 YEARS OF COURAGE

Frankie Muse Freeman
with Karen Foss

Facilitator's Guide

Description

"100 Years of Courage," helps participants to understand what courage means to make positive change. Participants will be encouraged to challenge their thinking regarding the definition of courage and speaking up when they see an unsafe act.

Objectives

This video is intended to build awareness of diversity and inclusion by encouraging discussions about:

- Identifying how to apply your past experiences to help you be a courageous leader
- Gaining insight on how to listen from another person's view point
- Gaining insight on what motivates us and our team

Target Audience

This program is intended for groups, organizations and people interested in building inclusive communities through dialogue and discussion.

Tips for Facilitating

As a facilitator, your role is to encourage discussion. Considering the opinions and points of view presented in this video, focus discussion on those conversations and thoughts that affect inclusion, respect, and valuing others. To best facilitate the discussion, **carefully review the video and prepared materials in advance of presentation.**

Guidelines:

- Review all presentation materials and the video in advance of your session.
- As you begin the session, establish ground rules for sharing (**see *Ground Rules Samples on page 3***).
- Stress the need to be respectful of others.
- Set expectations for the session by sharing the objectives (**see *Objective Section above***) and agenda.
- Actively manage time to allow sufficient discussion of the topics highlighted in the video.
- You may encounter off topic comments in your session. Prepare to steer the conversation back on topic. An example of something you could say might be "***That is an interesting comment. Let's discuss it further after the session to allow time to cover discussion items more directly related to the video.***"
- At the conclusion of the session, thank everyone for their participation.

Materials and Equipment Needed

Video: "100 Years of Courage"

Click on link: Video located at www.ameren.com under *Discussions Across Differences*.

Wi-Fi or data connection is needed to view video

Laptop with Video Screen, or Room with Projector and Screen for showing video

Facilitator Guide

Participant Booklet

Time Requirements

Room Set-Up: 5 minutes

Video: 9:31 minute runtime

Discussion Time: 30 - 40 minutes

Presentation

Introducing the Program

Welcome participants. Explain that the video they are about to view focuses on courage and leadership. It features Frankie Muse Freeman is an American civil rights attorney, and the first woman to be appointed to the United States Commission on Civil Rights. She has been a practicing attorney in state and federal courts for nearly sixty years. Ask participants to be thinking about the message Frankie shares and what it means to them.

Give advanced notice that there will be questions following the video for discussion and learning.

Provide Sample Ground Rules for Clips Discussion

Facilitators, encourage people to be involved as active listeners and participants. No one else knows a person's thoughts and experiences as well as that person. Suggested ground rules are below. The bracketed portions are optional, so, feel free to include or not.

Participate	I encourage you to participate. [You will find you will get more out of the program, likely, enjoy it more and hopefully, even have a little fun.]
Respect	We expect everyone to be respectful. [Not everyone may agree with each other, but when we are respectful, we live up to the organization's values. With respect, we establish, maintain and even improve the way we relate to one another.]
Open	We hope you will be open.
Educate	We're here to learn and to inform, but we are all students of diversity. [Some may not have any experience participating in discussions of this nature or on these topics. And some may not have done so in a work environment. So, we expect understanding as we learn how to talk about these issues, because some of us may not feel we have the "right" words to share our thoughts.]
Share	Sharing our experiences, respectfully, can help us connect with each other. Doing so, also can help us build trust.

As you ask questions, remember to allow people time to think before they respond. Do not jump in too quickly with your own answers.

❖ **View Video (Run Time: 9:31)**

❖ **Group Discussion**

For large audiences (more than 10-12 people), consider dividing into smaller groups to discuss questions. Key points from each small group can be shared with the larger group and captured on the flip chart at the conclusion of their discussion.

Discussion Questions

1. Why is courage such a significant part of leading from where we are (*i.e. leading in our schools, our churches, our home, or our workplace*)?

Possible Answers:

- Leadership has nothing to do with rank, it is about responsibility.
 - Courage provides the framework necessary to build a strong foundation.
 - Leadership is a skill that takes practice and courage – if you have courage, you can lead from anywhere, including where you are.
 - Courage is not some deep internal strength; it comes from the support we get from others.
2. Acts of courage can happen on the grand scale and on the smaller, day-to-day life level. Can you share an example of how a past experience helped you courageously address a challenge?

Possible Answers:

- I stood up for others.
- Helping others to help them thrive, learn and grow.
- Engaging in a new experience.
- Signing up for a new class that challenges or intimidates you.
- Learning from a failed attempt, but tried again with success.

NOTE: If no one has experienced this, ask:

Have you ever wished you would have taken action? What held you back/prevented you from taking action?

- I didn't want to risk being judged negatively by others.
- I was afraid of the repercussions.

3. Please share a time when you had to put aside your own viewpoint to see things from another person's point of view? What did you learn from that experience?

Possible Feedback:

- I realized the person was bit unkind, stubborn, or even unreasonable based upon his/her own perspective and own experience.
- I learned other people are reacting to the situation with the experience or knowledge they have.
- I learned people have different opinions from my own and they may have good reasons to hold those opinions.

4. Think about something you are passionate about or that moves you. What would motivate you to take action?

Possible Answers:

- Having personal beliefs inspires me to take action and push through obstacles.
 - Setting specific goals helps me achieve those goals and gives me what I need to continue my efforts.
 - Making a commitment and being accountable to a specific team or another person helps me to do well because I do not want to let others down.
 - Having something happen to me, a family member, friend or my community that I wanted changed.
5. A comment was made in the interview that we won't always agree with others. What could we do if we didn't agree with someone, but we still have to work with them?

Possible Feedback:

- People may have good reasons to hold those opinions. I could try to understand why they hold the views they do so we could move past our disagreement.
- People may be reacting to the situation because of a past experience they've had. I may have to acknowledge that we will never see it the same way.
- We may have to respectfully agree to disagree in order to get our work complete.

Review Objectives

- Identifying how to apply your past experiences to help you be a courageous leader
- Gaining insight on how to listen from another person's view point
- Gaining insight on what motivates us and our team

Closing Comments

Conclude the session by sharing your organization's or group's policy statement or position on diversity. Be sure to thank the participants for their contributions to discussions and for their time.

Survey

Please take a few minutes to complete a brief survey on the *Courage to Be All In* video series:
Click on link: [Ameren's 2017 Discussion Across Differences Survey](#)

Let's keep the dialogue going.