



Conversation Café: Building an agency focused on justice, equity, diversity and inclusion

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Structure of the café:

Round One: 90-second introduction (for this round, we will speak once, and not respond to others)

Round Two: Another round of responses, but still no conversation

Round Three: Open Discussion, one speaker at a time

Round Four: Summary



Community Agreements

- **Open-mindedness:** *listen to and respect all points of view. Conversation isn't just talking. It's talking and listening. In fact, in a group of 4-8, you'll be listening more than you are talking! By focusing on listening, you may also benefit from the variety of ideas around the table.*
- **Acceptance:** *suspend judgment as best you can. We all judge one another, but do your best not to. Doing so will enable you to hear new things from others. It also helps everyone feel safer if they think others are trying to not judge them!*

Community Agreements

- **Curiosity:** seek to understand rather than persuade. We're not here to convince others that we are right and they are wrong. If someone expresses a point of view that seems different from yours, see if you can ask some questions to gain clarity or understanding
- **Discovery:** question assumptions, look for new insights. Conversation Café dialogues aren't polite conversation—they are designed to expose us to new ideas or possibly even see old ideas in a new way. Insight—seeing more deeply into a topic—can come if we watch for it.



Community Agreements

- **Sincerity:** *Speak from your heart and personal experience. We want to hear what's important to you, not just your opinions or data you've collected. Relate your ideas or reports to your personal experience.*
- **Brevity:** *Go for honesty and depth but don't go on and on. Honesty and depth are important to a good conversation, but so is giving everyone a chance to speak. People are polite. They may not stop you if you go on and on. But you can stop yourself. Try to stay under a couple of minutes.*

Round one

90-seconds per person, everyone speaks once without giving feedback to others.

You can jot notes down as you hear things you may want to respond to later.

Tell us your name and answer one of the following questions related to your vision of an agency focused on justice, equity, diversity and inclusion

1. What does justice, equity, diversity and inclusion mean to you within the context of a behavioral healthcare organization?
2. What are concrete examples of how these concepts would be realized in an agency?
3. Who should be involved in the planning and implementation of these concepts?

Round two

Another round of speaking -- same question(s) -- but still no conversation...just listening.

You can jot notes down as you hear things that you may want to respond to later.

Round three

Open discussion, one speaker at a time:

What ideas have you heard from your peers in the room today that resonates most with you?

(i.e. What surprised you...moved, touched or inspired you...or, challenged you?)

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Round four

Summary

What are the most salient points to share with agency stakeholders (recipients of services, practitioners, supervisors, managers and leaders)?

