



Tonight's Caucus

Goals	<ul style="list-style-type: none"> • Gain a Thorough Understanding of the Issue for your position group • Practice learned Bridge Building principles, methods, techniques/tools • Develop a solid issue position summary of common or frequently shared <ol style="list-style-type: none"> 1. Experiences and influencers 2. Defining values and beliefs 3. Vision & outcomes 4. Recommendable paths & initiatives to deliver vision 5. Assessment of pros and cons of each path/alternative
Activity	<ul style="list-style-type: none"> • Caucus Leader facilitates participative group discussion (90 min) • Caucus members create a group position summary for all 5 position goals • Commission preparation work for a stunning Fishbowl 20 minute group presentation to be shared with the other two groups at the Fishbowl Session

9

9



What is Next? The Final Two Sessions

	Fishbowls on 7/7 (Thursday)	Final Triads on 7/18 (Monday)
Goals	<ul style="list-style-type: none"> • Gain a more thorough Issue Understanding (Liberal, Moderate, and Conservative) • Practice learned Bridge Building principles, methods, techniques/tools • Understand both the differences and commonality of (1) through (5) subtopics • Prompt participants to develop their own view to bring to the Final Triad 	<ul style="list-style-type: none"> • Solidify Issue Understanding • Practice learned Bridge Building principles, methods, techniques/tools • Identify Common Ground on Values, Outcomes, & Paths • Identify Possible Actions post Group • Capture all useful methods & principles
Activity	<ul style="list-style-type: none"> • Each Caucus team shares their position summary, while other teams listen only (20 min each) • Listening teams then ask questions per principles and tools to elevate understanding (10 min each) 	<ul style="list-style-type: none"> • Form Triads with L, M, & C balance • Triads meet to share and identify Common Ground on Values, Outcomes, & Paths • Identify Possible Actions post Group • Full group meets for wrap-up

10

10

Worksheet Questions (In Full)

1. Summarize the three top **experiences** or **influencers** in your life, that impacted your key **values** and **beliefs**
2. Summarize your top three key **values** and/or **beliefs**
3. Per your values and beliefs, summarize your **vision** of what Income Equality should look like (**outcomes**)
4. To realize that vision, list your top 3 to 5 specific **actions**, recommended **paths**, or **initiatives**, that need to take place to increase the likelihood of it's achievement
5. For each of your recommended **paths/actions**, briefly list the major **pros** (pluses) and **cons** (minuses)

11

11

Framing of the Income Inequality Issue

Illustrative Examples

IMPACT

- Democracy
- Health
- Happiness & Joy
- Economy
- Inequality
- Racism
- Competitiveness

CONSIDERATIONS

- Economic System
- Personal Freedoms
- Meritocracy
- Rights vs Privileges

INSTRUMENTS

- Taxes
- Minimum Wage
- Healthcare System
- Economic System
- Income redistribution

Rick

12

12

Our Agreed: Top Civil Discourse Principles

- **Take winning off the table**
- **Seek to understand**
- **Honor the fact of multiple truths**
- **Embrace your discomfort and vulnerability**
- **Prioritize relationships over ideas**

Arlene

13

13

Our Agreed: Full Spectrum Conversations

- **Experiences** – share events and influencers that shaped your personal values and beliefs on the issue
- **Values** – identify your defining values and beliefs, that frame the issue
- **Vision** – share your description of the desired outcomes to resolve the issue
- **Paths** – suggest possible alternative paths to attain your desired outcomes
- **Analysis** – assess the strengths and weaknesses of your proposed paths

14

14

SUGGESTED TOOL ... #1

Replace *Contempt* with *Curiosity*

In response to another person's comment

When you feel *contempt* ...

... identify it

..... replace it with *curiosity*

..... and ask a non-inflammatory "why?" question

Repeat as necessary

SUGGESTED TOOL ... #2

Avoid **DIVISIVE** language and terminology

Why?

- Reinforces stereotypes
- Fosters group think
- Makes accurate disagreement difficult to achieve
- Contributes to mutual incomprehension
- Uses language for virtue signaling and in-group bonding
- Replaces authentic expression with formulaic expression
- Communicates instantly a colorized persona

NORMAL RESPONSES TO CONFLICT

FEEL THREATENED
FEEL VULNERABLE
FEEL FEARFUL

RESULT = FLEE or FIGHT

BODY RESPONSE	MENTAL RESPONSE	EMOTIONAL RESPONSE
<ul style="list-style-type: none"> • MUSCLES TIGHTEN, STOMACH CLENCHES, FISTS MAY CLENCH • BLOOD VESSELS DILATE – HEAD BUZZES, FACE FLUSHES • BREATHING SPEEDS UP • HEART SPEEDS UP • VOICE RAISES • VISION NARROWS • AGGRESSIVE PHYSICAL STANCE 	<ul style="list-style-type: none"> • ATTACK TO WIN • CRITICIZE • JUDGE 	<ul style="list-style-type: none"> • DEMEAN • FEEL CONTEMPT • DESPISE

Take winning off the table

METHODS	TECHNIQUES
<ul style="list-style-type: none"> • HUMILITY INSTEAD OF ALL KNOWING • APPRECIATE CIVIC VIRTUE AND ROBUST CITIZENSHIP • LOOK FOR COMMON GROUND • BE AWARE AND APPRECIATIVE OF FUNDAMENTAL AMERICAN TENSIONS <ul style="list-style-type: none"> • Liberty vs equality • Strong central Govt vs decentralized Govt • Federalist vs anti-federalist • Color blindness vs color consciousness • Individual rights vs collective responsibility • Pluribus vs unum 	<p>STOP SIGN: THIS IS NOT ABOUT WINNING</p> <ul style="list-style-type: none"> • HONOR THE PRIVILEGE OF DISCOURSE WITH SOMEONE WHO HAS DIFFERING VIEWS • RESPECT THAT THEY ARE TRUSTING YOU TO HAVE THIS CONVERSATION WITH THEM • LOOK FOR SHARED STORIES <ul style="list-style-type: none"> • Where do you trace the earliest roots of your passion for this conversation? • Why are you here? What longing or curiosity made you say yes to this invitation? • What hope and fear do you bring to this conversation?

Seek to understand

METHODS	TECHNIQUES
EMPATHY NOT STEREOTYPING LISTEN FOR UNDERSTANDING	<p>STOP SIGN: SUSPEND THE BELIEF THAT YOU ALREADY HAVE THE ANSWER</p> <p>REMINDE YOURSELF THIS IS NOT ABOUT TALKING, IT'S ABOUT LISTENING</p> <ul style="list-style-type: none"> Your only job is to listen for information and understanding. You are not listening if you are thinking about your response <p>ASK OPEN-ENDED QUESTIONS WITH NO SET UP</p> <ul style="list-style-type: none"> Can you explain? Tell me how you arrived at your thinking Help me understand <p>ASK CLARIFYING QUESTIONS TO ENSURE YOU UNDERSTAND, AND TO DEEPEN THE CONVERSATION</p> <ul style="list-style-type: none"> Can you tell me what you mean when you use that word? Would you put some bones on that idea for me? Can you tell a story to illustrate that?

19

19

Honor the fact of multiple "truths"

METHODS	TECHNIQUES
DIFFERENCE BETWEEN TRUTHS AND FACTS YOUR TRUTH IS DEPENDENT UPON BELIEFS UTILIZE INTELLECTUAL CURIOSITY	<p>STOP SIGN: QUESTION IF YOUR REACTION IS TO FACT OR TO BELIEF</p> <p>SEPARATE FACTS FROM BELIEFS</p> <ul style="list-style-type: none"> Ask yourself what you absolutely know to be a fact, assume all else is subject to belief Know your beliefs Accept that there are limits to what anyone of us can know at any one time

20

20

Embrace your discomfort and vulnerability

METHODS	TECHNIQUES
REDUCE DEFENSIVENESS DEVELOP SELF AWARENESS VALUE ABILITY TO BE OPEN	<p>STOP SIGN: CHECK YOUR MOST IMMEDIATE REACTION AND TAKE TWO BREATHS BEFORE SPEAKING</p> <p>BODY CHECK</p> <ul style="list-style-type: none"> Physically: note if muscles are tensed, heart speeds, voice raises Mentally: note if you have a fight or flight response Emotional: note if you have demeaning or contemptuous thoughts

21

21

Prioritize relationships over ideas

METHODS	TECHNIQUES
APPRECIATE AND VALUE DIFFERENCE SUSPEND JUDGEMENT	<p>STOP SIGN: AM I REACTING WITH RESPECT FOR THE PERSON OR THE IDEA?</p> <p>SPEAK CIVILLY WITH HONESTY AND RESPECT</p> <p>DISAGREE ACCURATELY</p> <p>AVOID STONEWALLING, EXAGERATION AND STEREOTYPING</p>

22

22