Goffstown Courageous Community Conversations: Can We Talk About Race?

Dianne Hathaway and James McKim

Objectives

- Importance of having conversations in the local community across difference
- How to form community partnerships
- How to put together the program
- Build a community of practitioners

Agenda

- What Was the Need?
- What Was the Program
- Timeline
- How was it managed?
- Results
- Lessons Learned
- Next Steps/Q&A

What Was the Program

- "Our Ours"
- "Tell Us"
- "Tell Our Story"
- "Our Story"
- "Our Stories"

Timeline

- September 2021: Planning
- October 2021: Launch
- November 2021: First meeting
- December 2021: Second meeting
- January 2022: Third meeting
- February 2022: Fourth meeting
- March 2022: Fifth meeting
- April 2022: Sixth meeting
- May 2022: Seventh meeting
- June 2022: Eighth meeting
- July 2022: Ninth meeting
- August 2022: Tenth meeting

How was it managed?

- Facilitation
- Facilitation of conversations
- Facilitation of community partnerships
- Facilitation of the program

Results

- Increased awareness
- Increased understanding
- Increased participation

Lessons Learned

- Lessons learned from the program
- Lessons learned from the conversations
- Lessons learned from the community partnerships

Next Steps/Q&A
What Was/Is the Need?

- Personal Stress & Frustration
- Community Requests
- Events in NH
  - Portsmouth
  - Concord
  - Goffstown

Old - What Was/Is the Need?

- Personal Stress & Frustration
- Community Requests
- Events in NH
  - Claremont
  - Dover
  - Goffstown

What Was the Program?

- Based on
  - General Convention resolution 2005-C019 and 2015-A182,
  - The Episcopal Church Becoming Beloved Community Long-Term Commitment
- Book reads, lectures, exhibits, [web site](#)
Conversation Format

- Introductions
- Conversation Norms
- Joint Definition (Video)
- Experience sharing (Discussion)
- Local Visioning
- Wrap-up

VOX – “The myth of race, debunked in 3 minutes
https://www.youtube.com/watch?v=VnfKgffC77U

Mellody Thompson TED 2014
Sample Discussion Conversation

Questions

• When did you first notice your race?
• How does race impact your life or work? Your community?
• What local institutions, laws, systems need to be examined?
• Who need to be involved in the change?
• For what areas of our society do we want/need to infuse those ideas like color braveness and create a vision?
• Racism causes trauma for aggressor and victim. How do you deal with trauma?
• What in our culture needs changing so kids don’t attempt lynching?

Timeline

Planning/Fundraising

- March 2018: Bean Grant received
- St. Matts Book read planning
- April: GPL w/Barbara Schultz on the Book read
- May: Meeting of all partners for NH Humanities Grant
- June: Received Episcopal Church Diocesan funding
- July: Planning w/Debbie Irving
- August: Submit NH Humanities Grant

Implementation

- December: Funding from GPL
- January: Web site Launch
- February: Kickoff Event
- March: Events
- March/May: Follow-up Events
- April: RTL
- May/June: Events
- June/July: Events
- August: Events
- September & Beyond: Follow-up Events

How was it Managed/Partners

Budget

- Revenue
  - SAC Departments/Grants
  - Episcopal Church
  - Reconciliation Commission
  - NH Humanities Council
  - Goffstown Public Library
  - GSOP (in-kind)
- Expenses
  - Speaker Fee
  - Lecture hall
  - Conversation spaces
  - Food
  - Books
  - Poster printing

Project Plan/Management

- Bi-Weekly Planning meetings
- Funding request submissions
- Community Leader invitations
- Web site/Registration system
- Coordinate with speakers/interpreters
- Reserve event locations & security
- Order food
- Set up rooms
- Evaluate each program
Budget

- Courageous Conversations - Budget.xlsx

Results

- Increased awareness of the issue
- SAU employees all have the 4 books and will be receiving training on belonging
- GHS Equity Committee developing Belonging Plan incorporating concepts from the series
- GHS Summer Reading List contained 2 books which continued the conversation
- Approx. 500 people reached

Lessons Learned

- Partnerships are critical
- People are willing to address the issue
- There were no complaints
- Value of intergenerational dialog
- Youth and adult both are interested
- Need to reach out to parents and provide child care
- Food is always a draw
- There is never enough time to complete the discussion – we’re still hosting events
- The way to approach this is as becoming a more welcoming community, not just “fixing a problem” that many people don’t think we have.
Summary/Next Steps

Summary
- Good partnering/planning
- Conversations now happening
- Valuable lessons for the future

Next Steps
“One Goffstown”
- Hate Groups
- Implicit Bias
- Bullying
- How to be an Ally
- Difficult Conversations

Photos 1

Photos 2
<table>
<thead>
<tr>
<th>Contact Information</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dianne Hathaway</td>
</tr>
<tr>
<td>Goffstown Public Library</td>
</tr>
<tr>
<td><a href="mailto:DianneH@goffstownlibrary.com">DianneH@goffstownlibrary.com</a></td>
</tr>
<tr>
<td>James McKim</td>
</tr>
<tr>
<td>St. Matthews Church</td>
</tr>
<tr>
<td><a href="mailto:James.McKim@OrganizationalIgnition.com">James.McKim@OrganizationalIgnition.com</a></td>
</tr>
</tbody>
</table>