

EQUALITY TALKS

WORKSHOP

FACILITATOR'S GUIDE



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Objectives

- Identify effective communication strategies for persuading others.
- Trace your coming out journey and practice sharing your story with others.
- Practice tackling the toughest issues faced by the LGBT community.
- Develop an action plan to translate ideas from this workshop into your everyday life.

Facilitator's Materials

- 1 Facilitator's Guide
- 1 Flipchart Easel
- 1 Full Pad of Flipchart Paper
- 5 Dark-Colored Flipchart Markers

Participant's Materials

- ____ Name Tents (1 per participant)
- ____ Telling Your Story Worksheets (1 per participant)
- ____ Tackling Tough Issues Card Decks (1 per triad)
- ____ Taking Action Worksheets (1 per participant)
- ____ Envelopes (1 per participant)

Road Map

<i>Section</i>	<i>Time</i>	<i>Start</i>	<i>Stop</i>
Introduction	5 min		
Identifying Strategies	15 min		
Telling Your Story	40 min		
Tackling Tough Issues	40 min		
Taking Action	15 min		
Conclusion	5 min		

INTRODUCTION	5 MIN
<p>Welcome</p> <p>Welcome participants to the workshop. Introduce yourself by briefly explaining your connection to HRC and why you joined. Stress that this is a highly interactive, hands-on workshop designed to help participants raise their voice and tell their story to help create equality for everyone, including LGBT people.</p>	
<p>Road Map</p> <p>Display a flipchart that outlines the workshop’s road map. Highlight each of the agenda’s items:</p> <ul style="list-style-type: none"> • <i>Identifying Strategies:</i> Identify effective strategies for persuading others. • <i>Telling Your Story:</i> Trace your coming out journey and practice sharing your story with others. • <i>Tackling Tough Issues:</i> Practice tackling tough issues facing the LGBT community. • <i>Taking Action:</i> Develop an action plan to translate ideas from this workshop into your everyday life. <p>Hang the road map flipchart at the front of the room. Place a ✓ by each item as you complete it during the workshop.</p>	<p style="text-align: center;"><i>Flipchart</i></p> <div style="border: 1px solid black; padding: 10px; margin: 10px auto; width: fit-content;"> <p style="text-align: center;">Road Map</p> <ul style="list-style-type: none"> • Identifying Strategies • Telling Your Story • Tackling Tough Issues • Taking Action </div>
<p>Transition</p> <p>SAY: Let’s tackle the first item on our road map: Identifying strategies for persuading others.</p>	

IDENTIFYING STRATEGIES	15 MIN
<p>Step 1</p> <p>SAY: Think of 3 famous people who you feel are very effective at persuading others. On the back of your name tents, list at least 5 traits that make these people so persuasive. <i>Be as specific as possible.</i></p> <p>Time limit: 2 minutes</p>	
<p>Step 2</p> <p>Have participants divide into groups of three and share the traits that they wrote down on their name tents.</p> <p>Time limit: 5 minutes</p>	
<p>Step 3</p> <p>Explain that each group must use their lists to select the top 3 strategies that make someone persuasive.</p> <p>Time limit: 2 minutes</p>	
<p>Step 4</p> <p>Ask the groups to present their top 3 strategies to the rest of the class. Capture the strategies on a flipchart, noting any similarities and uniquenesses.</p> <p>Time limit: 5 minutes</p>	<p><i>Flipchart</i></p> <div data-bbox="1118 1493 1352 1801" style="border: 1px solid black; padding: 10px; margin: 10px auto; width: fit-content;"> <p>Persuasive Strategies</p> </div>

Debriefing Questions

Ask the following questions to debrief and discuss outcomes from this exercise.

Refrain from offering your own point of view before everyone in the class has had a chance to share.

Encourage everyone to actively participate.

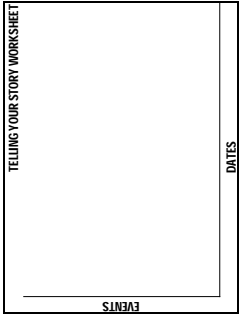
- Why did we begin this workshop by identifying effective strategies that famous people use to persuade others?
- Why is persuasion important in achieving equality for LGBT people?
- Based on the traits that you discussed, which trait do feel is your biggest strength in terms of persuading others?
- Which trait do you feel is your biggest development opportunity in terms of persuading others?

For the last question, you may wish to do a quick round-robin, asking each person to share his/her greatest strength and opportunity.

This activity would help you gauge the perceived skill level as well as development needs of the group.

Transition

SAY: Let's move onto the second item on our road map: Telling your story.

TELLING YOUR STORY	40 MIN
<p>Preview</p> <p>SAY: Studies tell us that most effective strategy for persuading someone who is actively opposed to your position is to tell them a story. Facts and figures are useful when you need to reaffirm someone who is already on your side.</p>	
<p>Persuasive Strategies</p> <p>Link back to the previous activity by identifying specific traits/strategies that participants could utilize while telling their stories.</p>	
<p>Telling Your Story Worksheet</p> <p>Distribute a <i>Telling Your Story Worksheet</i> to every participant. Explain that this is a tool that will help them think back through their lives and identify critical points that influenced how they think and feel about LGBT issues.</p> <p>SAY: This worksheet is a blank timeline that you can use to chart critical events throughout your life that impacted how you feel about yourself, your sexual identity, and/or social LGBT issues. As you think back through your life, use the bottom of the worksheet to jot down timeframes (specif days, months, and or years) of critical events. Then, place a plotting point on the chart. A high plotting point indicates a high point in your life. A low plotting point indicates a low point in. Beside each plotting plot, jot down a few trigger words so you'll remember details of each event. When finished, connect the dots to create a visual journey that you have taken during your life.</p>	<p><i>Worksheet</i></p> 

<p>Share Your Own Story</p> <p>Because this is a high-risk activity, you will need to model this activity. Share your own completed <i>Telling Your Story Worksheet</i>.</p> <p>Time limit: 5 minutes</p> <p>SAY: By sharing my story, I've given you one way to complete this exercise. There is no right or wrong way to tell your story. It's <i>your</i> story and <i>you</i> decide how to tell it.</p> <p>Have participants to complete their own <i>Telling Your Story Worksheet</i>.</p> <p>Time limit: 10 min</p> <p>Have participants divide into groups of three and take turns sharing their stories.</p> <p>Time limit: 15 min</p>	
<p>Debriefing Questions</p> <ul style="list-style-type: none"> • How did it feel telling your story? • What are the benefits of telling your story? • What obstacles might you encounter telling your story to LGBT adversaries? • How can you overcome these obstacles? 	
<p>Transition</p> <p>SAY: Let's move on to the third item on our road map: Tackling tough issues facing the LGBT community.</p>	

TACKLING TOUGH ISSUES

40 MIN

Preview

SAY: The road to equality is a bumpy one. While sharing your story, there is a good chance that you will encounter resistance.

Explain that this section will help participants uncover ways to tackle tough issues raised by our adversaries.

Have participants divide into groups of three. Distribute a sheet of flipchart paper and marker to each group.

Step 1

Have the groups brainstorm a list of Top 10 issues raised by adversaries of LGBT issues.

Time limit: 10 minutes

Have each group give their list to the group on their left (the lists should move around the room clockwise).

NOTE: You may skip this step and simply have the groups draw a few cards from the *Tackling Tough Issues Card Deck*.

Card Deck

Isn't being gay, lesbian, bisexual or transgender a choice? If people weren't gay they wouldn't be discriminated against.	Doesn't the Bible say homosexuality is wrong?
There aren't many LGBT people, why pay them just for them? Why should they get special rights based on their sexual behavior?	Why should our men and women in uniform be forced to serve with LGBT service members?
Can't you use legal documents to achieve everything you'd get with marriage?	Why should any pastor/worship leader/minister/etc be forced to perform wedding ceremonies for same sex couples?
Haven't psychologists and therapy successfully treated gay people straight?	Doesn't science show that children and a father and that growing up with LGBT parents causes them harm?
Why aren't civil unions adequate to protect LGBT families?	Don't gay feelings occur because the nation was flaunting it or trying to pick someone up?

Step 2

Working in groups, have participants brainstorm ways to counter each of the tough issues raised by our adversaries to limit LGBT rights.


Time limit: 15 minutes

<p>Step 3</p> <p>Have groups give their lists to the group on their left (the lists should move around the room clockwise).</p> <p>Explain that they should review and add at least 3 additional recommendations for tackling the issues captured on the lists.</p> <p>Time limit: 5 minutes</p> <p>Continue this process until the lists have reached their original authors.</p>	
<p>Step 4</p> <p>Have the groups review their marked-up lists and identify the toughest criticism they think they'll face from our adversaries and the best strategy for countering that opinion.</p> <p>Have groups present their selections to the rest of the class.</p> <p>Time limit: 5 minutes</p>	
<p>Debriefing Questions</p> <ul style="list-style-type: none"> • In what real-life situations can you use these strategies? • What challenges might you encounter while trying to use these strategies? • How can you overcome these challenges? 	

TACKLING TOUGH ISSUES CARD DECK

Instructions: Print onto cardstock and cut into cards.

<p>Isn't being gay, lesbian, bisexual or transgender a choice? If people weren't gay they wouldn't be discriminated against.</p>	<p>Doesn't the Bible say homosexuality is wrong?</p>
<p>There aren't many LGBT people, why pass laws just for them? Why should they get special rights based on their sexual behavior?</p>	<p>Why should our men and women in uniform be forced to serve with LGBT service members?</p>
<p>Can't you use legal documents to achieve everything you'd get with marriage?</p>	<p>Why should my pastor/reverend/rabbi/imam/etc. be forced to perform wedding ceremonies for same sex couples?</p>
<p>Haven't psychologists and therapy successfully turned gay people straight?</p>	<p>Doesn't science show that children benefit most from having a mother and a father and that growing up with LGBT parents causes them harm?</p>
<p>Why aren't civil unions adequate to protect LGBT families?</p>	<p>Don't gay bashings occur because the victim was flaunting it or trying to pick someone up?</p>

TAKING ACTION	15 MIN
<p>Preview</p> <p>SAY: Hopefully, this workshop has helped you identify specific ways you can raise your voice and tell your story. Your job is to leave here today and turn your insights into reality.</p>	
<p>Taking Action Worksheet</p> <p>Distribute a <i>Taking Action Worksheet</i> to each participant. Explain that the participants will use this tool to create an action plan for how they plan to apply the strategies learned in today's workshop to their everyday lives.</p> <p>Give participants a few moments to draft their action plan and have them enclose it in self-addressed envelopes.</p> <p>Explain that participant's action plans will be mailed back to them 3 months after the workshop to remind them of the commitments that they have made and help them measure their progress.</p> <p>Time: 10 minutes</p>	<p><i>Worksheet</i></p> 

TAKING ACTION WORKSHEET

Instructions: Create an action plan for how you will apply the strategies you learned in today's workshop to your everyday life.

I WILL...

CONCLUSION	5 MIN
<p>Key Insights</p> <p>To conclude the workshop, go around the room and have each person say 1 thing they will do to turn the insights from today’s workshop into action.</p>	
<p>Wrap Up</p> <p>Thank the participants for their time and contributions. Express confidence that they have the skills, confidence, and abilities to create change within their communities and helping us reach HRC’s goal of achieving equality for everyone.</p>	