

The Cookie: Using a Community of Practice Framework to Engage Consultants in DEI Conversations

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Presentation Goals



- Learn about Community of Practice (CoP) Framework
- Clarity between training and facilitation
- Practicing “Protocols” through a DE&I lens

Warming Up the “ROOM”

“My goal is to meet people where they are in the very moment, we begin to share space together.”

- Lama Rod Owens

Opening Move - *“Post it, Purge it”*



Silently reflect on your day or week and add/list any concerns, worries that came up during your day/week.

Forming Group Agreements

- Facilitates safety and community
- Helps group members be intentional, productive and authentic

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What is a Community of Practice?

“Domain”

“Communities of Practice are groups of people who share a concern or a passion for something they do and learn how to do it better as they interact regularly.”



Etienne Wenger

“Practice”

“Community”

CoP Stages of Development

Committing

- Someone decides a CoP would be a good thing to do and sets out to do it.

Starting Up

- The CoP purpose is framed, members are selected or recruited, and roles are negotiated.

Operating

- The CoP members share knowledge, solve problems, build skills., and improve their practice.

Winding Down

- The value of membership and the value of the organization diminish over time as problems are solved and the practice improves

Shutting Down

- The purpose is fulfilled and little or no value remains; the members and/or the organization decide to shut down.

Types of Communities of Practice

- Helping Communities
- Best Practice Communities
- Knowledge Stewarding Communities
- Innovation Communities

2020 IECMHC Program Managers Community of Practice

2021 Equity in IECMHC Community of Practice

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The Cookie

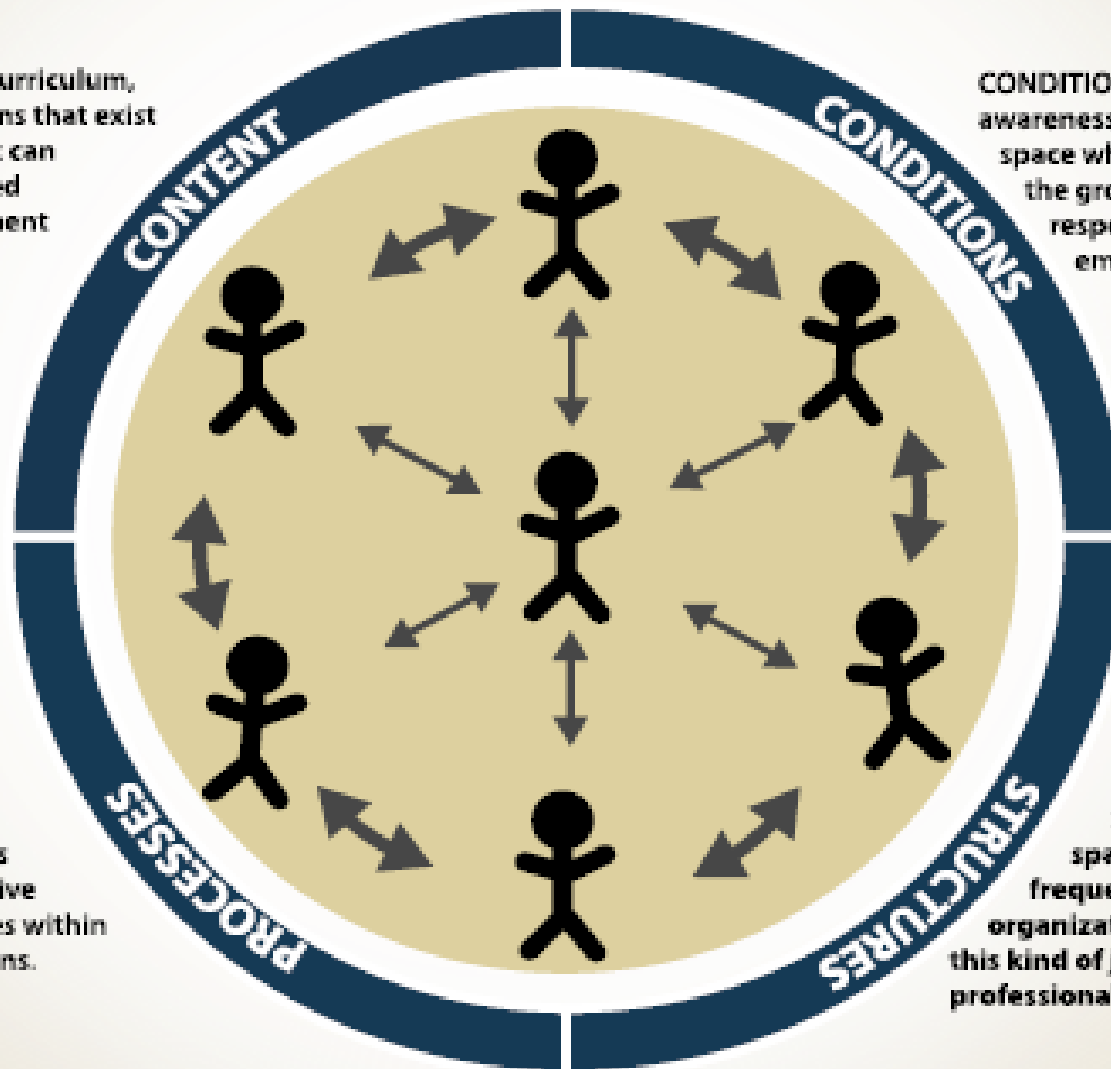
CoP Framework: The Cookie

CONTENT: programs, curriculum, pedagogy, interventions that exist in an organization that can leverage job-embedded professional development specifically focused on improving child outcomes.

CONDITIONS: intentional awareness to creating a safe space where the members of the group feel trust, respect, and empowerment.

PROCESSES: protocols and supports that sustain collaborative work among colleagues within and across organizations.

STRUCTURES: spaces, times, groups, frequency in an organization that support this kind of job-embedded professional development.



Effective CoPs

- Transform your practice, meeting, intentions
- Enhance your leadership skills
- “Protocols”
 - Drive productive conversations
 - Build collective understanding
 - Create a safe and collaborative culture space
 - Most powerful and effective when used within an ongoing professional learning community and supported by a skilled facilitator

Training vs. Facilitation

Training:

- Goal: imparting skills and knowledge
- Planned activities
- Content developed in advance
- Individuals may take away varying views of the benefit/value
- Participants may be the full population

Facilitation:

- Goal: achieving a pre-determined outcome
- Planned process
- Content created by participants during event
- Gaining acceptance of output from all is key
- Participants are likely representative of the population

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Practice Protocols

Breakout Group – *Three Levels of Text*



- Read Dr. Kenneth Hardy's *Tasks of the Privileged and the Subjugated* and highlight 3 passages that stood out to you.
- Do 1-3 rounds. A round consists of:
 - One person using 3 minutes to:
 - Level 1 – Read aloud the passage selected
 - Level 2 – Say what you think about the passage (interpretation, connection to past experiences, etc.)
 - Level 3 – Say what you see as implications for your work.
- The group responds to what has been said (5 minutes)

Breakout Group – *Debrief*



- What was this like for you?
- How can you use this protocol?
- What are ways to modify the protocol to meet the needs of the participants and settings for CoPs?

Zones of Comfort, Risk and Danger: Constructing your Zone Map

1. Consider the tasks that may be a part of engaging in meaningful DE&I conversations. Think about these aspects that feel comfortable to you, those that feel like there is some risk involved, but generally positive, and all those aspects that you know get your hackles up, make you feel defensive, cloud your judgement, or make you want to retreat.
2. Write at least 1 task for each: Comfort, Risk, Danger and add them to Padlet - <https://padlet.com/rosariowilliamslmft/zones-of-comfort-risk-and-danger-1zv63cvdohj8w2pu>
3. I will facilitate the conversation further after tasks are added to Padlet – Stay Tuned. 😊

Zones of Comfort, Risk, and Danger

Debrief



- What was this like for you?
- How can you use this protocol?
- What are ways to modify the protocol to meet the needs of the participants and settings for CoPs?



Closing Move – “1 Takeaway, 2 wishes”

References



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<https://www.schoolreforminitiative.org/protocols/>
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Let's Connect!

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