

LCAN Leadership Offsite

January 17, 2018

Framing Activity:

This framework is helpful when discussing difficult topics like racial inequities by starting with a shared value with which others can buy in, and then sharing the facts of the current situation, which is not living up to the shared value.

<p>Shared value</p> <p>Shows the issue as collective, not a personal one; helps with buy-in</p>	<p><i>e.g. "We as a community want all of our children to succeed."</i></p>
<p>Current state</p> <p>Shows how the current environment is not aligned with who we see ourselves to be as a community.</p>	<p><i>e.g. "Yet, currently minority children with the same risk factors are being removed from their homes at 4x the rate of white children."</i></p>
<p>Consequences</p> <p>Shows the cost of not addressing the problem, in short and/or long terms. You can also share the community cost of not addressing the problem.</p>	<p><i>e.g. "When students are removed from their homes, that instability significantly impacts their ability to thrive, and can lead to __% higher rates of school suspensions, tardiness, and absenteeism, which can result in poor academic performance."</i></p>
<p>Solution</p> <p>Rather than just share a problem, come prepared with a proposed solution that they can respond to or counter with other ideas.</p>	<p><i>e.g. "The higher rates of removal that differ by race rather than risk suggests there is a system barrier at work. We recommend a review of the removal policies to uncover the source of disparities."</i></p>
<p>Ask</p> <p>What specific step would you like them to take? How can they contribute?</p>	<p><i>e.g. "Can I have your support in reviewing removal policies?"</i></p>

* Adapted from DaveyStrategies.com