Compassion in Action

Section 1

Section 1A

Facilitator Agenda

Agenda Items	CR Session 1A: Setting the Scene for the Group Process
Planning	Hold a meeting with leadership to prepare for this section and invite the leader(s) to consider the following: • Whether they as a leader are participating by supporting the facilitators without joining the group or plan to fully participate. Support them in sharing with the group their interest in the work, some personal learning they have already gained from it, and how they will be engaged with the group. Example: Regular touch base with facilitators so they can be responsive to the group's ideas and needs, regular participation with open mind to learn and improve their leadership, drop-in when requested, etc. For the full leadership preparation document, please visit this page. Review Creating Psychological Safety and Supporting Trust Within the Group document in the Facilitator Guide.
Purpose of the Group/ Learning Objectives	Identify participant values and develop shared group agreements to guide the group process throughout the CR experience.
Materials/ Preparation/Time	Time: 45-50 min Materials: ☐ Circle kit (includes a variety of talking pieces, mat, or fabric to place in the middle of the circle and a center piece) ☐ Blank paper for shared agreements ☐ Note cards ☐ Markers/pens Set-up: Up to 15 chairs arranged in a circle without furniture in the middle. To consider: Understanding Your Social Location as a Facilitator – Active Bystander Intervention: Training and Facilitation Guide.

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Agenda Items	CR Session 1A: Setting the Scene for the Group Process
Welcome/Opening	"A deep sense of love and belonging is an irreducible need of all people. We are biologically, cognitively, physically, and spiritually wired to love, to be loved, and to belong. When those needs are not met, we don't function as we were meant to. We break. We fall apart. We numb. We ache. We hurt others. We get sick." – Brené Brown I want to welcome everyone to this space and all the identities, emotions, and experiences that you bring with you today. Through our compassion resilience work, we will work to create and maintain a space where everyone feels safe to be their authentic self. Our goal is to build trust together through this process. We recognize that trust is a continuum and rarely do people trust others 100%. Each of us in this group is bringing a different level of trust to this process based on your perceptions of the sincerity, reliability, competence, and care from others, and that is okay. We ask you to bring whatever level of trust feels right to you and encourage you to explore what you need and what you can bring to increase the level of trust in this circle as our time together progresses. Share an introduction of yourself, why you have decided to facilitate these groups, and what this topic means to you.
Check-in or Community-Building Activity	1. (Go-around) Share your name, pronouns if you would like position, and how long you have worked at your organization.
Lesson and Guiding Questions	Explain: For anyone new to the restorative circle process, there are a few key structural elements that make a circle restorative: • Sitting in circle – Circles are a structured way of bringing people together and are one of the most common forms of restorative practices in organizations. Circles allow for everyone to be seen, represent equality as everyone (including circle keeper) sits in the circle, and represent that community as the circle shape is continuous and unbroken. • Circle keeper's role – Responsible for emphasizing equality, setting the tone for a safe and respectful community, keeping the flow moving, and introducing prompts/instructions. • Centerpiece – Represents the center of the community, reminds us of our collective nature, and should be comprised of object(s) that are important to circle participants. It also provides a place for participants to rest their eyes. • Shared agreements – Used instead of rules. In the group process, control is shared and rules are often forced upon an individual/group from a place of authority. Shared agreements are derived from participant's collective values and needs around safety, and participants agree to uphold the shared agreements created by the group. Therefore, all participants in the group are accountable to one another.

Agenda Items	CR Session 1A: Setting the Scene for the Group Process
Lesson and Guiding Questions	Explain: When a group is using the restorative circle process to meet on a continuous basis, it is important to start by sharing our core values. Core values are foundational to developing a restorative community. It is from our values that we can identify our needs and create shared agreements for the group process so that everyone's needs are acknowledged, and a sense of safety is maintained. Pass a note card and marker to each participant. Ask participants to think about a core value they hold and try to model for patients, clients, and co-workers in order to work as your best self. Write this value on your note card. 1. (Go-around) In a few sentences share your value, who taught you this value, and why it is important. When you are done, place your note card in front of you. We are going to go around the group, giving every participant a chance to share. If you would prefer not to share, please feel free to pass. Once everyone has answered the question, as facilitator, re-read each participant's value and place the note cards so that they form a circle around the centerpiece. 2. (Go-around) Now that we know our group's core values, what agreements do you need from yourself and others to uphold the values expressed by the group? It is important to try to keep these agreements to a number we can all remember, usually between 4-6. As facilitator, it is important that one of our agreements be confidentiality so that people know what is said here stays here. Anyone who has another agreement to add may share and pass it to the person next to them. If you have nothing to add, please say pass. The facilitator should write each agreement requested on a piece of paper and when complete put the paper in a place where all can see it. (After the group, keep the recorded values and shared agreements developed by the group and display them during consecutive groups.)
Check-out/Check for Understanding	Ask participants if they can follow the agreements created to the best of their ability while in the circle together by showing a fist (0) to five fingers. If anyone shows less than three fingers, more conversation about needs and shared agreements is required.
Closing	Thank the group for attending.