

Left, Right and Restorative? How Can it Work in the Work Place?

Meeting Purpose:

Provide IIRP staff a safe space to discuss:

- The foundation upon which our individual beliefs are anchored.
- The benefits and challenges to upholding our IIRP Basic Concepts with respect to the current political/social unrest.
- Development of a shareable model help communities address potentially toxic social issues (e.g., the post 2020 election period) in a way that results in healthy outcomes for non-profit organizations, educational institutions, governmental agencies, religious communities, neighborhoods, businesses, and families.

Check-in Questions:

Ask participants to answer all three.

- One word to describe how you are feeling right now is...
- In one sentence, one concern or apprehension I have for this discussion is...
- In one sentence, one hope I have for this discussion is...

Norms:

What norms could we agree upon that would reduce our apprehensions and support our hopes for this discussion? (List norms where participants can see them.)

- If people are expressing apprehension that they might accidentally offend someone or say something wrong, you could suggest a norm: "Be generous in how we interpret the words of others."
- We have other norms we typically encourage at the IIRP, such as "Take care of yourself". This allows people who need to attend to a pet, a child or themselves to excuse themselves, even if someone else is talking

"Worldviews are not what we see,
but what we see with."
Stuart McAllister

Worldviews:

The set of assumptions or assertions we have made, and through which we determine every choice, that in turn shapes the values we hold and commitments we make. Worldviews answer the four central questions of life including:

- Origin: Where did I come from?
- Meaning: Why am I here?

- Morality: What is objectively right or wrong?
- Destiny: Where am I going?

Worldview Exercise (Break into small groups of 3-5, 20-25 minutes.)

Goal: Provide participants an opportunity for:

- Awareness of the major worldviews and their distinctive perspectives on reality, mankind, truth and values.
- Acknowledging their own worldview.
- Dialogue with someone who may hold a different worldview.

Task: Review the [five worldviews chart](#) (or pick another worldview framework) then ask each person to complete the following statements:

- The worldview I have adopted is...
- A question I would like to ask to better understand someone holding a different worldview is...

Large group report out: 20-30 minutes

When online, invite participants to add their worldview to their Zoom name tag (optional), then ask the following questions:

- How many different worldviews were represented in your group?
- What's one thing you learned or were surprised by?

10 minute break

Scenario: The Day After the Election

This exercise can be done entirely with the large group or with breakouts.

Ask large group: How many of you have engaged in discussions regarding the election with people who are:

- Biden supporters? Trump supporters? Independents?

State: One of three outcomes is certain for November 4, 2020

1. Trump wins by numbers that are indisputable.
2. Biden wins by numbers that are indisputable.
3. Election results are too close to call, dispute goes to the courts and/or congress to make the final decision.

In your (same) small groups develop a list of likely statements and/or behaviors you would expect the individuals to make in response to the three potential election-day outcomes.

Large group report out:

- Ask each group to share a few of their statements for each scenario.
- Ask what impact they might anticipate in a workplace with employees who hold the various views identified in this scenario?

Return to small group discussion:

- Which IIRP Basic Concepts (see below, use your organizations mission or something similar) could an organization apply that would allow a Trump and Biden supports to engage in an open discussion that leads to understanding allowing them to maintain a healthy work environment?
- What do you need to ensure we maintain a healthy work environment at the IIRP?

Check-out Question/Statement:

I came in... and/but I'm leaving...

IIRP Basic Concepts

We believe that people are capable of growing and learning in their work and behavior.

We respond to situations WITH people, not TO them, FOR them, or NOT at all.

We separate the deed from the doer by affirming the worth of the individual while disapproving of inappropriate behavior.

People function best in an environment that encourages free expression of emotion – minimizing the negative, maximizing the positive, but allowing people to say what is really on their minds.

We are not expected to have all of the answers. Instead of trying to answer or act without adequate knowledge, we need to ask others for help.

We hold each other accountable by giving and receiving feedback respectfully.

We act as role models by admitting when we are wrong and being humble.

We help people develop competencies rather than providing the answers for them.