

**Wisconsin State Public Defender
Racial Bias Discussion Circles
Facilitator Guidelines**

EXPLAIN to the group:

- 1) Participation is voluntary.
- 2) It will be appreciated if you honestly share your feelings and look into yourself a little deeper than normal.
- 3) Treat this as a personal growth exercise.
- 4) Please talk about your personal feelings, fears, prejudices and biases.

Listed below are guidelines for you to follow as the facilitator. Don't read them or verbally explain them to the group. Rather, your actions as facilitator will set the example to:

- Show respect for everyone.
- Show sensitivity to all points of view.
- Coach and guide conversation without dictating.
- Recognize and encourage different types of participation-----this includes silence.
- Listen attentively.
- Remain neutral.
- Be vulnerable and share or others won't.
- Be prepared to redirect individuals who go off topic, we do not have much time.
- Thank people for sharing personal experiences when they do it.
- Accept the absence of closure in the discussions.

IN CLOSING, mention that the two primary goals were to:

- 1) Increase our level of comfort discussing our personal feelings about race and racial bias; and
- 2) Challenge and change our biases, opinions and beliefs if we realize the need to do so.

Gina Pruski
Director of Training & Development
Wisconsin State Public Defender's Office
17 S. Fairchild Street, 5th Floor
Madison, WI 53703
Tel. 608.266.6782
Email: pruskig@opd.wi.gov