# Background

A session to help Quaker communities explore issues around diversity, inclusion and privilege. Use this as a basis and build upon it to explore the issues it raises more deeply.

# Aims

* To help show that there is diversity within Quaker communities
* To help Quakers connect with how that diversity came about and what was needed for the diversity to flourish
* To help to understand how difficult it can be if your starting point is a place of disprivilege
* To give E&Os some tools to help them facilitate exploration in their Quaker communities (local and area)

# Timetable

The session length is 60 minutes but this could be done over a longer time with additional time for worship, introduction, working agreement, activities and feeding back for groups of different sizes.

| **Timing (mins)** | **Activity** |
| --- | --- |
| **0-8** | **Brief gathering worship and introduction:**   1. Introduce self and other facilitators 2. Repeat the aims of the session 3. Agreement on being in the session together   *It is worthwhile thinking about a working agreement in this time. You may wish to prepare something in advance or ask the group how it will work together. You might wish to include this such as; respect, listening, allowing space, confidentiality (see www.quaker.org.uk/pastoralcare)* |
| **8-18** | **Step (raise your hand) with me:**  Someone – whenever they feel called – will raise their hand and say, "Raise your hand with me if..." and then finish the sentence with something true about themselves. So, for example, "Raise your hand with me if you are female" or "are Asian" or "speak Spanish fluently" or "feel scared of this activity". Look to see who else has joined the speaker.  The activity helps to show the ways that we are similar and also who isn’t the same. The questions can become more revealing as the groups builds trust.  *Try to do this as inclusively as possible so that people don’t need to stand etc. If you are a small enough group of able bodied people you can stand in a circle and step into it when speaking.* |
| **18-33** | **In pairs:**  Have a conversation about a time that you felt excluded?  What was the context of this experience? Was it a one off? Is it something that happens often enough that you have become used to it.  *Invite the group to imagine if that experience had formed the prevailing narrative in your life* |
| **33-48** | **In groups of about 6:**  Think together about things that could be exclusive in your Quaker community.  What small change could you make to reverse that barrier? |
| **48-58** | **Feedback from the group:**  Invite people to share anything that has come to them for the first time during this session.  *This could just be done from the floor or if you have time you can go around each group and asking for reflections.* |
| **58-60** | Closing worship |

# Contact Quaker Life

### Oliver Waterhouse

020 7663 1007  
oliverw@quaker.org.uk

### General

020 7663 1143  
qlnetwork@quaker.org.uk