

DIALOGUES PROGRAM



Program Overview

What is Dialogue?

Dialogue is not debate or discussion. Rather, dialogue is a process where we invite inquiry, explore differences, and build shared understandings. Dialogue is a facilitated group process that brings together people with different lived experiences and identities to deeply engage on challenging topics. Dialogue provides a space where people can bravely confront uncomfortable conversations. The goal of dialogue is ultimately to learn from each other and bridge gaps of understanding, which can often lead to action.



Dialogue Details:

- MSU Denver has modeled its program after **Intergroup Dialogue** from the University of Michigan.
- Dialogues typically consist of about 15 *students, faculty and staff*, and 2 trained facilitators. The program also hosts other dialogue related events.
- Each dialogue begins with *community-building* and setting *norms* to help participants engage in a **brave space** together.

What goes on during a Dialogue?

After community building and setting norms, we will engage in dialogue through:

- facilitated discussion
- self- reflection
- group exercises and small-group breakouts



Dialogue Applications:

Dialogues may be offered as a semester-based series, single opportunities, can be tailored to fit the classroom, department meeting, student organization events, program discussions, and in many other settings. We also host other events that encourage community building and understanding across differences.

Calling all Facilitators:

The MSU Denver Dialogues Program commits to training interested *students, faculty and staff* in intergroup dialogue facilitation to build conflict resolution skills and to help us bring dialogue to our broader community.

What are Dialogue norms?

Norms to guide a dialogue may include:

- Our primary commitment is to learn from each other.
- We will work with *awareness* of status differences within this dialogue.
- When we challenge, we challenge the idea, not the person.
- Confidentiality: *What's learned here leaves here, what's shared here stays here.*
- We **trust** that people are always doing the **best** they can.
- Expect and accept a lack of closure. *There is always more dialogue and action to be done.*
- Monitor your airtime: *Know when to step up and step back.*

MSU Denver

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The Dialogues Program is a partnership between the Communication Studies Department & Dean of Students Office.

Check us out at the Dialogues website!

www.msudenver.edu/dean-of-students/student-conflict-resolution-services/dialogues-program/