

# YOUTH AGAINST VIOLENCE

*Listening Together... To Be Heard... To Create Change.*

September 23, 30, October 21, 28. 2009  
Puget Sound Christian Center, Tacoma Washington.

Convened by the Greater Tacoma Community Foundation  
and Key Community Partners.



*I'm learning that we have amazing talented and smart youth and if we just listen to them it is pretty obvious what we should be doing. (Liz Dunbar)*

*I think we are going on the right steps toward the future. I think that we are building something that we can really make a difference, actually building something and creating something with this. This is really going farther than the usual talk. (Youth Leader)*

## CORE QUESTIONS



- What is really going on in our communities, schools and neighborhoods? What helps us make good choices?
- What are you for? What helps you feel safe and move toward your dreams?
- What can we do that will make the most difference in addressing youth violence and creating positive alternatives?
- How specifically can we move forward? What will we do NEXT and differently to help our community thrive?

## KEY THEMES AND RECOMMENDATIONS

The following section was prepared by the core facilitation team of Teresa Posakony from the Berkana Institute, Karma Ruder from the Center for Ethical Leadership, and Pat Talton from the Northwest Leadership Foundation.

### KEY THEMES

**Youth and adult partnership – who has access to the table?** : When youth joined the project, they changed the perspective of adults. The youth brought a clarity, immediacy and vibrancy to the discussions. Their stories and their views are extremely powerful in opening up ideas and ‘making it real’. The adults shifted meeting times and how they did things together to make it work for youth. It matters whether youth stay engaged in the process and whether they are welcomed to a new level of intergenerational partnership inside and outside of organizations.

**Opening up the conversation on non-violence:** The exploration of adults about what non-violence and the lessons of Martin Luther King and Gandhi mean in this day and context is important and a new conversation in Tacoma. Understanding how youth are voicing this – in a different language that is about choices and self identity and expression as a way to non-violence - offers learning opportunities for adults. We have a chance to be intentional about this conversation and an opportunity to help youth understand a framework from which some may currently be living (non-violence principles).

**Stories create a bridge between different life experiences:** It has not been common in Tacoma for people of such different life experiences to hear each other’s stories. It is powerful for youth who live with violence to be able to tell their stories and their views about what is needed in the company of adults who have the resources to do something. It is powerful for adults who do not normally have access to real conversations with youth who have such different life experiences to learn more about what is actually going on in the community. Storytelling is a powerful activity that will help us grow together.

**Collaboration across programs is possible and desirable:** This was an opportunity for people to find out who is doing what, how they are doing it and what resources are available. Youth and adults articulated a need for centralized information about services. Additionally, there is energy to find the overlap and to find a way for organizations, groups and individuals that care about youth to collaborate. During these dialogues, the community recognized the need for a spectrum of programs that serves all ages – from 12 and 13 through young adult – and with a broad spectrum of programs and activities.

**Ensuring creative options is an integral part of the work:** Youth need opportunities to be creative at all times to choose a life that is not violent. This is about arts programs such as music and spoken word and it is much more. Youth need to express their lives in creative ways. And, there is an opportunity here to connect this creativity to how programs are developed and offered as well as to careers and businesses that create sustainability for youth and programs.

### KEY OPPORTUNITIES

**Youth and adult partnerships – what next?** People have a taste of the power of youth and adults talking and listening to each other. Now there is room to ask what it really looks like for youth and adults to partner to create programs and continue to address these issues. The youth at the dialogs expressed they are ready to lead and need adults there as coaches. Youth offered to mentor adults and are ready to do so. Adults and youth each have their own view about what this will look like. Look for opportunities to take a few bold next steps in the process.

- Youth government or youth in government, youth at the table of decision making and on boards

- Intergenerational leadership inside organizations
- Looking to fund programs that are youth led.
- More storytelling and willingness for adults to inquire and listen differently.

**This is an opportunity for people to find a way forward:**

- This is the time to collaborate around shared purpose that moves us towards where we want to go as a community. New partnerships are being formed and this can be accelerated.
- We need the full spectrum of activities and opportunities for youth of all ages to be engaged and find what they need.
- There is this energy about art and the possibilities of youth being creative in finding their own voice and connecting to an entrepreneurial spirit
  - 1) Chris's naming connecting all the programs that nurture creativity and finding their own way to fund and sustain them
  - 2) Urban Café'
  - 3) Social enterprise for artists in a collective studio

**Finding a way to keep connected as we more forward:**

- Community dinners
- The Foundation tracking efforts through social media opportunities
- Integrated website where youth could look at the broader spectrum of what is available in the community.

## KEY RECOMMENDATIONS

**Building community capacity:** There is clearly a hunger for people to be together in community and dive into the conversations that matter to the health of the community. Creating and holding the dialogues developed capacity for being in these types of conversation. We believe that it would be important to sponsor activities that intentionally develop the communities' capacity to design, lead, and participate in change efforts that use conversation as a key element of the change strategy. This could be as simple as including Open Space or World Cafe as part of ongoing community dinners/dialogues or it could be more formal offerings that formally build skills and capacity. Examples of capacity building programs include the Berkana Institute's *Art of Hosting and Convening Meaningful Conversations* and the Center for Ethical Leadership training in creating *Gracious Space*.

**Encouraging and Sponsoring spaces of integration:** The committee that the Foundation has been convening for the last three years has been a space for integrating learning. It is very exciting that the dialogues have led to further efforts to name and collaborate across programs to meet the needs of all youth in the community. We think it will be important to be intentional about identifying places or processes that continue to encourage people to look across the region for strategic opportunities. And, of course, it is important to continue including youth and adult partnership to integrate perspectives across age. Example of this was the follow-up meeting held to address programs that include arts and their relative availability.

**Ongoing communication:** At the end of the dialogues, a number of individuals stepped up to move forward several opportunities identified out of the dialogues. Self-organizing processes like open space are very powerful in inviting people to step into their own passions and take ownership for needed action. Even so, it is important to develop and use communication methodologies that will help people stay informed about what is happening and what different efforts need. Inviting the youth interns to take ownership for this type of communication would advance the work underway and support the above recommendations as well.

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## OVERVIEW OF SESSION 1: YOUR VOICE, YOUR CHOICE

### PURPOSE OF THE MEETING



Our intention for the first meeting was to HEAR the COMMUNITY STORY, build YOUTH and ADULT PARTNERSHIPS, and IDENTIFY what helps youth make POSITIVE CHOICES.

Rose Lincoln Hamilton, Sherrana Kildun and Tanajah Mims from the Greater Tacoma Community Foundation welcomed everyone to the dialogues and set the context. Rose shared how essential it is to hear youth voice, welcome youth passion and creativity, and build partnerships between youth and adults if we are to address the reality of Youth Violence in our community.

The dialogues are the next stage of a 3- year effort that began with a shooting on Pacific Avenue in downtown Tacoma. The incident got the community talking. As a core team explored the issue they realized there was a huge variation between official data and youth self reported information. “We’re here tonight to tell stories about what is really happening and begin to create a new story together. This effort is unique in that the adult leaders have given up their roles as “experts” and joined in as “learners” with the community and youth have been co-creators with adults at every step of the way.”

### SPOKEN WORD AND ART SET THE STAGE FOR OUR STORIES

Tanajah Mims wrote and Brittnee Thompson performed in spoken word the heart of what we are up to in the dialogues - and the longing in our community. (click MORE to see)



One week before this gathering, a group of 20 youth and adults met and shared all of our life stories – positive or negative – what happened to us and what we know. Artists created two panels of a history wall as the symbols of the story we are all in together. The third panel will be created out of the dialogues to represent our future.

Picture of panels 1 and 2

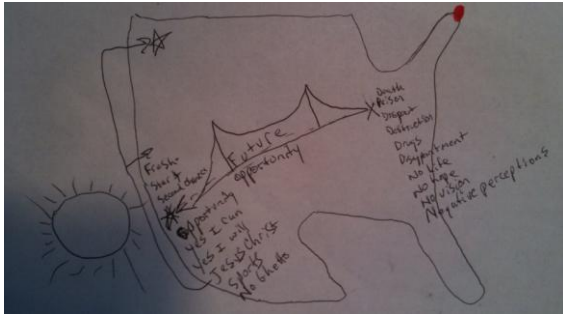
### CREATING GRACIOUS SPACE:



Karma Ruder introduced the concept of gracious space: A spirit and a setting in which we invite the stranger and learn in public. We talked about what would be needed to feel truly welcome here and safe in sharing our stories. We all agreed to work to create this kind of space together. We did some back to back conversations as a place to practice.

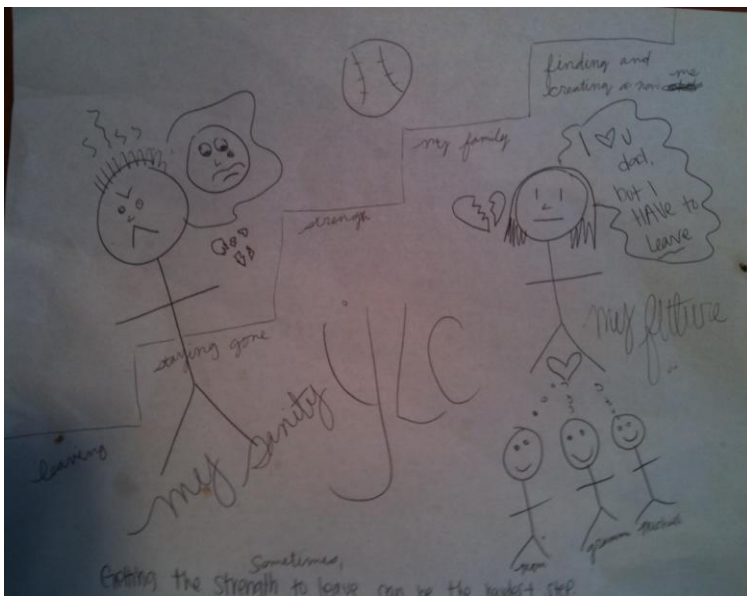


# LINELINES – DRAWING AND SHARING THE STORIES OF VIOLENCE IN OUR LIVES



We began with *OUR STORIES* on this first night of dialogues. Our stories contain data that tells what our reality is. It is a complement to the official data gathered by police and the health department. What is the Tacoma experience of youth violence beyond what the official data tells us?

Everyone was invited to create a lifeline depicting how violence has affected their lives. The stories shared at the table were profound. Through sharing of stories we understood more about what is REALLY going on as well as showing the resilience, strength, and wisdom of the community.



Some themes were:

- We are at a cross –roads – the stakes are high
- Violence is a generational experience
- Sometimes the ‘bad’ people are the ones who keep you safe
- Importance of village raising youth – of healthy adults staying connected
- Violence is a way to channel anger and resolve conflict – e.g. when experiencing racism
- When feeling lonely or desperate, it’s hard to discriminate between groups of good and bad people

- Misunderstandings, poor communication lead to violence

DETAILS OF THE STORIES OF THE REALITIES OF VIOLENCE ARE PRESENTED AT THE FOLLOWING LINK

## GROUP DEBRIEF: WHAT HELPS YOUTH MAKE GOOD CHOICES?

Here are some of the highlights from group debrief. The group was asked:

- What have you been learning?
- What have you learned about making good choices?

What moved you tonight (heart):

- The environment – you can really get to know each other. Everyone open to tell stories, let your stories out. Hearing people’s stories - how they got from there to here.
- Our table was amazed at how well we know each other even after this little time. We so rarely talk this way - it’s usually, “hi how are you.”
- We found common threads in our diversity and we could all be friends.

- Our table talked about - how did we work through it, what did we do, how did we become successful?

What did you learn about what helps youth make good choices (head):

- It depends on the situation they are in and where they live; whether they are connected to their parents and what happens in the household.
- At some point, young people realized that it was a choice. It may have been sparked by faith; it's extremely powerful.
- Having an alternative to violence, an identity, and a passion helps make good choices; knowing what you want to do with your life.
- We all wanted the change and we didn't succumb to peer pressure. Reached out and looked to other people to help us.
- I learned about forgiveness... giving it back to the person who hurt you; moving on.
- There were two pairs of friends at our table and they shared how the friendship helped them reflect back to each other their strength and courage and more.
- I was so impressed that both of the youth here talked about mentorship, about being mentored by adults. Really important people that they found and that found them.

## **NEXT STEPS: WHAT WILL YOU DO AS RESULT OF TONIGHT**

The Group was asked, "What will you do as result of tonight?" (feet) Here are a few highlights:

- Practice forgiveness.
- Invite others to the next meeting (enthusiastically acclaimed)
- I won't underestimate the pain I believe another person has. I am much more attuned to listening to the young people I meet and work with.
- Spread the word about this. Your actual words are going to be heard by youth and adults. It matters. Show up and make a difference.
- I think what everybody should do after today is to listen and take time to listen and take time to help even if you can in some little way... it's going to come back to you.
- I'm going to remain engaged with the kids that hang out at the church.

## **ALTERNATIVE TO VIOLENCE CLOSING:**

Gig Cliqq USA offered an energizing dance performance to demonstrate their alternative to violence.

## **QUOTES AND EVALUATION BY PARTICIPANTS**

*"I feel like tonight was one of the best experiences I've had in Tacoma hearing people in Tacoma, share their stories in a very authentic way. I wouldn't trade it for the world. It didn't have to be one story, the story we had in the media. It was the myriad that added to the fabric. We felt the strength of the community, people making choices and standing with each other." – Adult*

*"Tonight was great. It was an eye opener. Youth learned things about Adults and Adults learned things about Youth. It is good start about creating the change we care about. – Youth"*

## SESSION 1 FULL NOTES: PURPOSE OF THE MEETING

Wednesday, September 23, 2009

Rose Lincoln Hamilton from the Greater Tacoma Community Foundation started the evening and welcomed everyone to the Youth Against Violence Dialogues. There were many people and organizations who have worked together to make this evening possible. Rose thanked the staff of the Foundation for their leadership and all the co-sponsoring organizations: The City of Tacoma, Safe Streets, Northwest Leadership Foundation, World Vision, Forest and Sequoia Foundation, the County Health Department, American Leadership Foundation, and the Tacoma Community House. Rose extended a special thank you to ALL of the Youth Interns.

The dialogues are 3 years in the making. It is the fruition of a lot of hard work.

Rose is a resident of city of Tacoma, a mother, and head of the Foundation. She acknowledged how essential it is to hear the voice of youth and the community to move forward in a positive and powerful direction.

Sherrana shared the history of these dialogues: Three years ago, there was a shooting on Pacific Avenue in downtown Tacoma in front of Brick City, an all ages club run by World Vision. After the incident, a group of funders and service providers began convening to think more deeply about the issue of youth violence. As the group explored the issue, they realized there was a huge variation between official data about youth violence and youth's self-reported information about their own violent behaviors and experiences. From this realization, the group began to design a series of community dialogues, intentionally giving up their role as "experts" in order to take on the role of "learner" along with the rest of their community. In particular, it became apparent that youth needed to be engaged in designing and leading these conversations. Youth volunteers were brought into leadership positions in the group, and along with skilled facilitators, the Youth Against Violence initiative was launched. We needed to hear the stories of the youth and what is going on in our community and what's working.

The creativity and insight and passion that the youth bring to the table have completely altered the discussion that the adults were having.

Tanjah Mims, the coordinator and youth leader talked about the Youth Interns and youth leaders in the project. "We started with two interns and now have fourteen interns. A lot of youth feel their voices are not heard and this is time and a process where we are feeling heard. I joined the process because I felt honored to be here and to be able to make a difference. I hope everyone else is touched by someone else's story tonight."

Karma Ruder outlined the goals for the dialogues and what we are doing in this first night:

During the four dialogs we will:

- Explore what it is that will work in this place, in Tacoma, to address issues of youth violence. How do we create Tacoma as a place where youth will thrive?
- We are seeking over the four dialogues to get to actionable relationships. People will get a better understanding of what's going on AND what you can do and what we can do together to address the issue.
- We begin with *OUR STORIES* tonight. Our stories contain data that tells what our reality is. What is the Tacoma experience of youth violence beyond what the data tells us? This is about telling your story and taking some risks to share the reality of what is going on in the community





and what we are doing about it. We can we learn from the stories and that will inform our actions. The heart of tonight is this place of stories.

## **SPOKEN WORD AND ART SET THE STAGE FOR OUR STORIES**

Tanjah Mims wrote and Brittnee Thompson performed in spoken word the heart of what we are up to in the dialogues - and the longing in our community.

Untitled  
Tanjah Mims

I was raised to breed... to feed... to bleed... then to die.  
But what happens when I refuse to breed. I question what I eat.  
And I fix my wounds to keep living?  
A soldier I stand not in green but in camouflage blending into my destined numbers...  
Fading into the concrete of my street.  
I stand fully armed against unblended colors with representation of a world I never saw myself a part of.  
I stand loaded with knowledge to shoot down ignorance... standing with razor sharp street smarts and  
with that I will always cut my failure in  
Half.  
With the weapons I hold dear to my sanity, my violence, will always keep me at peace...at justice...at  
equality.  
The war I fight has individual soldiers but different means of victory.  
The Fight I'm fighting carries only one victory.  
And that is the right...the ability... and the option not to fight.

Pat Talton from the Northwest Leadership Foundation introduced the history wall: "What I have discovered is young people have discovered creativity that I have lost. The history wall you see here is one more way to express how we see violence in our community and how we see hope. We need youth and adults together to find that creativity and hope that will make a difference."

Buddha Harrison explained how the history wall was created: Last week a group of 20 of us met and shared all of our life stories – positive or negative - that happened to us and what we know. The talk was deep, eye opening and emotional for some. I believe we have to be real with each other. Unless we accept the real thing that's going on nothing's going to change.

Pat interviewed a few members of the core team, youth and adults, to share some of their stories.

Our stories, our real stories, are all welcome here. It is our community.

## **LIFELINES: DRAWING AND SHARING THE STORIES OF VIOLENCE IN OUR LIVES.**

Many of the table teams had scribes to write the stories being told of violence in the lives of those at the table. Here are summaries from the table scribes. It was the power of the stories and the safe place to tell them that made tonight powerful.

The high level themes from the notes at the table are:

- We are at a cross –roads – the stakes are high
- Violence is a generational experience
- Sometimes the 'bad' people are the ones who keep you safe
- Importance of village raising youth – of healthy adults staying connected

- Violence is a way to channel anger and resolve conflict – e.g. when experiencing racism
- When feeling lonely or desperate, it's hard to discriminate between groups of good and bad people
- Misunderstandings, poor communication lead to violence

Detailed scribe notes:

Work with youth through sports – kept me going

In Tacoma there's a gap between the older and younger generation. Village raising the youth and that's being crossed out. Might be because of drugs.

We're at a crossroads and we need to bridge the gap. Not a rocket science - just changing youth

17 year young '92 – haven't been involved in violence. Men in my family cousins, uncles, are the violent people in my family. Always told to be good or be smart – don't be in a gang.

Junior at Sota – anger management

Fight when I was younger w/girls and boys started in elementary

Stopped fighting in 8<sup>th</sup> grade

Cousins and family still in gangs (but not me)

1976 – Hilltop kid (no matter what)

Gangs on hilltop were compared to CA

Seen people die – military ranger shootings

Statistics were true – long line of money makers by any means necessary

Fired around the corner from browns club

Had to leave but came back and still a little “hood” in you – have to give back

Village was raising kids – need a role model

Graduated w/ a scholarship

Respected more for not being the gang member

1978 San Diego, CA – the athlete

Domestic violence w/aunts and parents

Middle school gangs were coming out hard

W/o right answer someone was getting hit

No one believed I could make it my motivation

I've always wanted more cause I didn't come from nothing – lost 1<sup>st</sup> friend in middle school fights, stab

Girls were intense based on skin complexion

Had common sense - that's something that lacking now

Hunterpoint, Oakland, CA 1951

Lived in Compton Probation/Parole Officer

Went to school in LA

Lived in Central Seattle (CD)

Most of family in prison our have been in prison

Glad to make an impact on the community cause I didn't on my family

2<sup>nd</sup> daughter (youngest) – born in Seattle

Sister involved w/family w/bad situations

“Bad People” were always looking out for me to keep me safe – tried to make wise choices

Stayed away from violence – believed there was more for me

74 California P-funk era

Inglewood family - mother gang banged at 14 when she had me – grew up around Mexicans and blacks  
Came to WA in early 80s - scary you could feel the culture shock  
My mother responded by moving her and her kids to WA  
WA was a refugee to everyone  
Break dancer w/Eastside the TA crew  
Considered my self a youth at risk  
Didn't have an outlet – grew up in the fast life  
Went where “my people are”  
Thought the gang life was a fad  
If I could make it through spiritually, I could make it  
Everyone from the generation was in jail or dead  
Underdog – my daughter is at risk  
Youth are extension of us  
Stakes are hard - no time for games  
I do it for the youth  
No cameras for solutions - only for problems

JFK, personal, father in VN, fights in Germany

family and friends shot, fights, car crash

racially mixed school – fights, fear on both sides, family violence, adoptee, sociology class – learning

Domestic violence – sisters family

family fights, robbery, custody battle, teacher grabbed/fought, fight – parking lot, friend fights, cousin shot, mall shooting, murder

family fight, Trang Dai

Comments about the conversation:

Remember personal violence even at young age

Feel safe – know everyone at school

Parents influence but you decide how to respond – neighborhood

How to help – find what they like other than money – take them to alternatives

Moral voice – know right from wrong

Lots of violence

Selling drugs – source of money – don't see it as wrong

Without mental/emotional support - seek it elsewhere

Gang – family when don't have one

Friends can help lend others to better choices – be there for them

Show you care but have to be careful not to be used

Family drama, gangs and violence, many family issues. Childhood experiences w/ gangs and choosing friends. Then Trio and YLC

Mother abused, father deported, mom w/fibromyalgia, on pain medication, sick, high or sleeping, role model (grandfather), mom started doing cocaine, became evicted and vulnerable. Mom saw on floor unconscious, blood all over. Dumped boyfriend but kept being abused. Emotionally felt angry towards mom when younger. Mom went to rehab, she has been clean for a year. Joined Youth Leading Change!

Remember Kennedy assassination. Aware of protesting, civil rights marches in the south. Doesn't feel like a person that has been touched by violence.

Elementary school, dad wasn't around much, different friends led him in the wrong directions, get in trouble a bit. Met new friends, goes to church, focuses on education

Dad and Mom never got married, parents tried taking her. Never saw dad since. Lived in Seattle, bad area. Speed chase in backyard (rough neighborhood). Hard time with money, great grandmother w/dementia. Lived with grandmother then kicked out. Joined YLC!

Grew up in big city. 1968 MLK killed (4 years old). Businesses closed, riots. Best friend got murdered in assault/fire burned down. Moved to bigger neighborhood, got into a fight. 1979, got suspended for busting kid's head open w/shoe, grew up in Pittsburgh. Chased by baseball bats, suspended a lot from high school, turned principal's desk over. Moved to California and got a fresh fight. In military, got into a fight. Got out of military and war. Cory Pippin killed.

Born in CA, Guatemala. Born in family w/rich business in poor neighborhood. 10 years old, non-violent resolution – people get together and collaborate - after 14 years, dictator left then established rights (10 years). Another counter- revolution finished, went back to structure of violence. Became studious in math. Guerilla warfare began. Discovered social science, come to US for civil rights. Went to south, got beat by police officer. Went back to Guatemala, political science, began working there. Specialty: non-violent actions/techniques

1970, born. Males fight in school, then military. Fought in school (also in family). In Army, in tank, shot at others. Violence free and trying to engage youth in non-violence.

PAST PRESENT FUTURE

Parents choose move away from big cities to get away from violence

Violence in the home – discipline elementary and middle school

Lack of diversity in the schools creates racism; violence as a way to resolve conflict

Passion/violence sparks thru word us "N" word

80-90s gang violence perpetuated on people which instilled a sense of needing to protect ourselves thru guns, weapons

Tipping point seeing a friends almost reach the point of shooting someone

Recognizing/self reflection to realize anger tendencies

Reconciliation led to release of anger/ led to career in creating safe place for youth – the person of today

Parents strongly against violence; religious

Tone in the home to solve problem with words up until middle school. Peers wanted to solve issues thru violence (in school, neighborhood) turned into life style.

If you don't fight, you run away and the problem continues

Changing the atmosphere into not wanting violence shifts the reality, the tipping point

Balancing right and wrong with reality and with family

Feeling of wanting to fit in by learning from peers; receiving mixed message from family and peers

Violence has been in world, is in the world and feels like it will always be there

Art became that outlet – focused on SOTA

Dad -all he knew was violence, joined the army as the outlet

Divorced parents balanced w/Tacoma and Bronx

Tacoma violence - bullying

Living in environment of violence; (gang) family members to provide for family - youth drawn to that lifestyle

Didn't cry – turn to anger – adults not listening to issue of youth at school – bullying

turned into the bully; have to prove myself

Promoting anti violence – which does teach skills to walk away

Joining gang because dad was in gang

Mom away from home

Trusted family member gave a gun to the youth for “protection”  
Internal struggle of right and wrong  
Krumping the anger the pain  
Searching for something until he found krump; gave life to god  
If peers can change, why can't I change  
Working on siblings and building relationship with mom

10/83 :Taught to fight back not to lose, middle of large family, 9 brothers 6 sisters

Grew up in FL move to Tacoma '82; lived “tolerated” in FL; amongst racial difficulties, felt “love loss” when moved to integrated schools; Tacoma gang shooting – gangsters moved out neighborhood changed; son in trouble, learned to let go to save rest of the kids; 6 kids  
Oct '91 – O-Town, private school. public school - learned then about drugs and gangs; kid brought gun to school, started shooting. 2008 gang affiliated brother, shot and killed at store; he was the rock, she became the rock; moved to Tacoma with dad; friend Phillip died; developed expectancy of death; protective process

never personally experienced violence

Riots in Watts – she was in Minneapolis; communities exploded around the country; Tet offensive /68 country at war with Trang Dai shooting; police in SWAT gear took down house across the street; sensitive to violence

1952 born -Led violence free life  
Experienced violence through friends going to Vietnam war  
Columbine = tears holding hands w/people in church  
World Trade Center  
People involved in shooting around Tacoma at work

Dad: violence, alcohol = didn't trust  
Broken family, sex abuse  
Broke laws - friends doing the same  
Healthy adults came along in earlier teen years, encouraged to go to school, play bb  
Successful family, job  
Still have disconnect with people - trust, being vulnerable and open

1957 born - Parents split 1964  
Mom had to leave due to violence in the home  
Mom found cuts on brother, he was sleeping with a knife  
Dad was in military  
Lived in Wichita, KS (KKK town)  
Mom packed up, got kids and moved to Tacoma, WA for three years  
Uncle convinced them to move to LA, lived in Compton  
Went to college, moved from Sand Diego to Spokane  
3 older brothers, took care of him  
Wasn't a fighter -has a son and a daughter  
Was a teen parent  
Dean of Students

Both parents were Quakers (non-violent)  
Being bullied at neighborhood school  
Middle school, bussed to a predominantly black school; random acts of violence  
- Being beat, slammed around, robbed  
- Didn't know who did it or why?

Hardened him and retaliated  
As he grew up, witnessed a beat down in Seattle, chose not to get involved  
Lived in Kuwait, stepped in and stopped a beating the police were doing  
Last 8-9 years principal for high school conflict resolution

Experienced shooting  
Come on train – to Tacoma (new beginning)  
Only black student – culture shock  
Introduced to drugs! (Sell for money)  
Involved in gang  
Wasn't experiencing violence, causing it  
Diversity

Got jumped for no reason (new kid)  
Good things come and go in life

Bad relationship with father  
Didn't have any great relationships with parents  
Gangs are dangerous  
Death and consequences are caused by GANGS  
What can we do stop this? Slim it down? Help stop violence!

Born June 17, 1997  
Dad went to jail when I was 2  
My mom and dad got in a huge fight  
My granny died when I was 7 years old  
Evacuated from Hurricane Katrina  
Moved to WA  
My parents were divorced  
Found out that my aunt was raped and beaten to death by her ex-boyfriend

Not having parents around  
90s gangs was running streets -now not..  
Getting the hugs from parents and them not to be there - shouldn't kill but make stronger

Grew up in the 60s  
first experience of violence was at Stadium High  
Small confrontation  
Next encounter was her son at Jason Lee  
One street your ok, next block your not  
Once the big guys went to jail the babies grew up and took their place...

grew up and wasn't affected by violence  
as an adult have never been target of violence  
It is possible to live a life without violence

didn't experience violence

first experience McCarver; Second – Jason Lee; next – military  
next – working in the force..  
Brother in jail, violence not involving us personally still affects us

Who you hang around with is important. Choose wisely

Robbery w/guns. Early impressions stick around

Stay away from violence; opportunities are valuable and shouldn't be wasted

Gang violence. Friends have been victims, whether in a gang or not

Hearing gunshots nearby can still affect you

Bullying in school, kids learn to avoid it

Violence against someone can be non-physical when authority tries to shape our behavior and person

It doesn't seem fair or just

Threatened with a gun. "This guy could really shoot me."

Sometimes you have to compromise and give something up when it's not worth it.

Sister had been raped. Feelings of powerlessness

Domestic violence. Victim went back multiple times

Friend murdered. Feeling of shock. Need to keep in touch with people we care about

Feeling that some of us had luck or charmed lives to avoid a culture of violence

Feelings of surprise that so many people had someone close affected by violence.

If you're present, you're involved.

People who have been in bad situations start to feel bad, that they've blown their chances.

When feeling lonely or desperate to belong, it's hard to discriminate between groups of good and bad people.

Having a passion for something – sports, art, etc. – can keep you away from violent situation.

Misunderstandings, poor communications lead to violence.

Violence starts somewhere. Verbal abuse causes anger; that anger gets channeled.  
Scale of violence starts with eye rolling, discounting people, lack of acknowledgement.

We all walk through some of these steps and we all participate to some extent.

People say violent things and start to become what they hate in others.

Setting goals for himself helped him choose a smoother path –to take control of his future.

You can choose your own path no matter what happens to you in childhood, as adults.

Find a mentor who represents what you want to be.

You can't stop trying to be better, achieving success, to be something better – don't be complacent –  
always move forward

Not in family in his youth.

Neighborhood kids engaging in sexual humiliation – big kids did it to him when 5 or 6 – he did it to the younger kids

Moved to Native American town in Alaska – one of few anglos in town- had to get in fight and he discovered that he lost the fight purposefully to get along

Father used crack cocaine – now clean

Domestic violence

Racial discrimination in Alabama in high school and middle school – both verbal and physical violence

Death threats to African Americans

Teachers had African American students leave school rather than address the threats – put him on path to work with youth

In Lacey – hassled by Sheriff in their own yard in middle school.

Parents divorced and fought and argued

Friends in gangs, shot – career has been giving back to community

Abused by stepfather for 3-4 year then he committed suicide

Teased for being Native American

Step dad beat up Mom

Friend was stabbed in gay related situation

Mom left dad when she was 2 years old

Alcoholic – tried to molest sister

Dad followed mom – arguments/domestic violence

Mom got boyfriend – boyfriend got brother into cocaine alcohol

She had to take care of young kids.

## **GROUP DEBRIEF: WHAT HELPS YOUTH MAKE GOOD CHOICES**

What have you been learning? What have you learned about making good choices? Through our debrief tonight we will be sharing from the head (what we've learned), the heart (what moved us), and our feet (how will we move it out of the room).

What moved you tonight:

- Environment – you can really get to know each other. Everyone open to tell stories, let your stories out.
- Hearing Juilio talk about revolution and counter revolution in his country.
- How everybody can go through so much and how they can focus on making a different. Not dwelling on it.
- Hearing people's stories and how they got from there to now.
- How everybody - regardless of background - had experienced violence... if not physically then through intolerance.
- I was impressed with young people at our table and what people need to make good choices.
- Our table is very diverse, people who did experience violence or just lived in Tacoma. Talking about how to break down that barrier between youth and adults.



- I liked that no one held back on our stories. It was our way to connect with each other.
- Our table was amazed at how well we know each other even after this little time. We so rarely talk this way. It's usually, "hi how are you."
- Because it was so diverse, we found common threads in our diversity and we could all be friends.
- Our table talked about - how did we work through it, what did we do, how did we become successful?

What did you learn about what helps youth make good choices:

- Depends on situation they are in and where they live. Whether they are connected to their parents... it depends on the household and what happens in the household.
- The environment you are in and the people you surround yourself with.
- I was so impressed that both of the youth here talked about mentorship; being mentored by adults. Really important people that they found and that found them.
- At some point, young people realized that it was a choice. It may have been sparked by faith, it's extremely powerful.
- Having an alternative to violence, an identity, and a passion helps make good choices; knowing what you want to do with your life. Switch those things around.
- I was amazed at the strength at our table - especially this girl who evacuated Hurricane Katrina to come here... overcoming obstacles. You have to be strong... she went through so much with her parents, and everything and so young and I know she's on the right track because she's here.
- Good friends and comfort of knowing you have a choice.
- We all wanted the change and we didn't succumb to peer pressure. We reached out and looked to other people to help us.
- I learned about forgiveness... giving it back to the person who hurt you. Moving on.
- There were two pairs of friends at our table and their friendship helped them reflect back to each other their strength and courage and more.
- "Tough people are people who are forced to live a certain way and choose to change. " Not to confuse this with what we usually think of as tough.
- Have good values - it makes a big difference.

## NEXT STEPS: WHAT WILL YOU DO AS RESULT OF TONIGHT?

The third debrief question was: What will you do as result of tonight:



- I will go home and tell my mom I love her.
- Practice forgiveness.
- Next meeting I'm going to have my brother come here with me. I think he should be a part of this.
- I am moved to be a mentor.
- I won't underestimate the pain I believe another person has. I am much more attuned to listening to the young people I meet and work with.
- Spread the word about this. Your actual words are going to be heard by youth and adults. It matters.
- I'm going to support our youth interns to get more young people here and really bring solutions with us.
- I think what everybody should do after today is to listen and take time to listen and take time to help even if you can in some little way... it's going to come back to you.
- Invite more youth to the story. I want to hear more stories.
- We all have stories of violence.
- Very powerful hearing the stories and how we are all connected by violence. Invite people from my neighborhood - which is in this area.
- Come out of my comfort zone and meet new people and try to be a mentor.
- I'm going to remain engaged with the kids that hang out at the church.

## CLOSING: ALTERNATIVE TO VIOLENCE



Gig Cliqq USA offered an energizing dance performance to demonstrate their alternative to violence.

## QUOTES AND EVALUATION BY PARTICIPANTS

Quotes at the end of the evening:

- ☒ Excellent, Beautiful, well put together, well organized and everyone's opinion matters – Dominique.
- ☒ If was fun and fulfilling and helped me get through my fears of my Dad. (Youth)

- ❏ If was a change... feels right. Daryl.
- ❏ Tonight was an inspirational night. It was great to get together with people who have experienced the things I have experienced and gotten through them and are making a difference – Anthony.
- ❏ It was interesting. It was exciting and very different.
- ❏ I think it went way better than everyone else thought it would go! Tanajah
- ❏ It was cool...
- ❏ I had a good time. My favorite part was talking to people and hearing different stories and connecting to a different group of people. Violence is not necessarily talked about, it just is. Talking to other people and adults who care is a step in the right direction. This project has been needed for a really long time. Kenji
- ❏ I feel like tonight was one of the best experiences I've had in Tacoma hearing people in Tacoma, share their stories in a very authentic way. I wouldn't trade it for the world. It didn't have to be one story, the story we had in the media. It was the myriad that added to the fabric. We felt the strength of the community, people making choices and standing with each other. Pat
- ❏ Tonight was great. It was an eye opener. Youth learned things about Adults and Adults learned things about Youth. It is good start about creating the change we care about. -Youth

**PURPOSE OF THE MEETING**

Our second meeting theme was “What are you for?” We know we’re all against violence but what are we for? What is the future we trying to create? What is helping us move toward those dreams and what is getting in the way?

Kristen Corning Medford from the Greater Tacoma Community Foundation opened the evening welcoming everyone and stating the long term goal of the Youth Against Violence Effort.

Three years ago we started this effort and last year we recognized we needed to bring youth to the table and talk about the issue of youth violence with those affected by it! It is all part of our effort to create a community where youth:

- Thrive
- Are respected
- Feel safe
- Have opportunity
- Are respected leaders
- Are recognized as sources of solutions

We know that to make a difference, to make it into reality - we need to get to actionable relationships ~ connecting with someone and or some effort and taking action.

**OPENING AND AGREEMENTS**

Dominique Lewis opened the evening with a SPOKEN WORD performance summarizing his experience and the outcomes of Week 1.

Buddha Harrison led an icebreaker that had us STAND for what we were FOR.

Chris Jordan and Kenji Stole, the artists and creators of the history wall, introduced the wall and talked about how TONIGHT they will be listening for the dreams and future which will be the 3<sup>rd</sup> panel.

Karma Ruder, from the Center for Ethical Leadership, reminded us of the principles of Gracious Space and asked what people need tonight to feel safe sharing their stories. We set those as agreements for our evening.

**WHAT ARE YOU FOR?**



Mike Wilson from Safe Streets and Buddha set the stage for our first conversation by sharing the ways they have been working to choose and create a better future for themselves, their communities, and Tacoma.

*I AM for youth, for adults, for no one dying on the street. I’m for people living. Many people are crying or complaining but not stepping up to change the situation. We need to do something about it. There are a lot of people who die too soon. It’s about everybody taking responsibility for them self and trying the best they can. Buddha.*

Everyone at the tables was asked: What are you for? What do you want to be different?

Here are highlights from the shout outs:

## WHAT ARE YOU FOR:

New connections and bringing in new blood into institutions

Adults to be available and supportive of youth and constant! Not passing through.

Youth retrieval -Kids fall and fail. Who's going to get that kid and get them back?

We're for talent. Engaging the incredible talents of youth in places where decision are being made and on boards and more. Youth are ready to lead.

Other options for kids to pursue besides just traditional education.

Brick city brings laughter and love and unity. For Brick City.

Challenging myself to make the most of opportunities that are available.

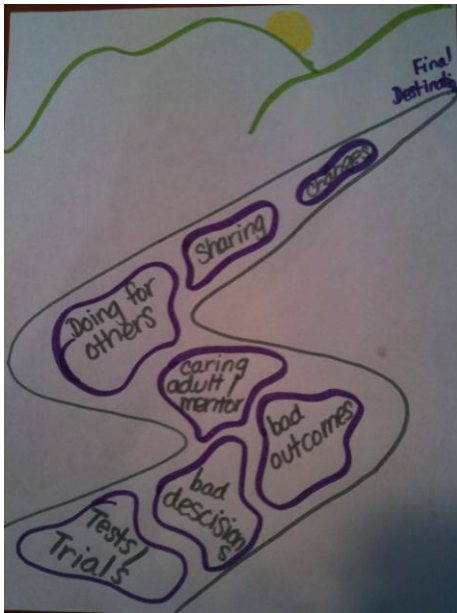
Being the ICE CUBE. Draw in the heat, produce the solution, reducing the swelling.

I'm for getting involved and helping my friends get over their emotions and their fears.

Creating places people can come together – youth and adults...

People need to BE about it. Not just talk about it.

## STEPPING STONES AND OBSTACLES



The tables were given the assignment to identify the stepping stones that help them move forward towards their dreams and the obstacles that get in the way. Some of the themes about stepping stones that came forward in the notes are:

- Relationships to adults – family, mentorship, someone who believes in them
- Places they can gather – especially those that develop voice through arts
- Having a passion for something – sports, art, music etc.
- Setting goals having perseverance, courage, determination, responsibility
- Positive personal relationships; who you hang around with is important
- Jobs- work – training – education – internships for experience
- Being connected to community – knowing your neighborhood

Details from the table notes and images are provided in the full report.

## EVENING REFLECTIONS AND NEXT STEPS:

Here are some highlights from the evening reflections and next steps

### What moved you tonight:

- To see that all of us had something in common. We are here for the same reason. I heard amazing stories to connect us as human beings.
- There are 5-6 non-profits working together. The non-profits are going to have to work across the barriers. We're starting that at its next level.

- There are a lot of adults here who put their pride or adult crown to the side and listened.
- The youth just blew me away. They really thought about this a lot. It's super. I learned some new language too.

**What did you learn about what stepping stones we need:**

- Stepping stones we need the most is some place for kids to go where these positive kids are there to support the ones that aren't there yet.
- No matter what's going on in your life, there are others there for you and you can always help somebody in life.
- Getting youth to value themselves and how they see themselves. They are worth the mentorship AND the investment in programs. "I'm worth it, I'm ready and I deserve it."
- Youth often are not able to ask questions because they are afraid adults will say NO. Adults like the ones here want to say yes. Fear is the wall and it is there. Youth breaking through the wall to ask the question to the adults. Adults asking questions of Youth.

**What will you do to move toward the new story we want for our community:**

- Dinner at my house at least once a month.
- I'm ED of downtown Y – I'm looking for programs to support teens and how to better our community. Come talk to me.
- We need more youth middlemen like all of us right here. Adults don't know how to give it to us so we need to help them. I'll talk to them and help them bring these places back. Leave them with free time and they will be in trouble.
- Finding kids different talents outside of sports. Have the facilities and things they like, for those with a business eye then support them in that. Arts and business.
- Help Brick City stay open or homes for its programs and youth.
- *It seems like all of us or most of us are involved in what would make a better place. How do we organize now to make this happen? This is about what we are already doing and how we organize to make it happen beyond what we are already doing!*

From this night's dialog the 3<sup>rd</sup> Panel of our History wall was created:



## **ALTERNATIVE TO VIOLENCE CLOSING:**

Losz, Cyncere, and Louis & Calvin; Josh and Lady V provided spoken word as their alternative to violence

## **QUOTES AND EVALUATION BY PARTICIPANTS**

Even being a part of it was amazing. I got moved by being a part of it and seeing all the types of people that still care and really care about the community.

I'm learning that we have amazing talented and smart youth and if we just listen to them that it's pretty obvious what we should be doing... (Liz Dunbar)

I think we are going on the right steps toward the future. I think that we are building something that we can really make a difference, actually build something and creating something with this. This is really going farther than the usual talk.

## SESSION 2 FULL NOTES: PURPOSE OF MEETING

Wednesday September 30<sup>th</sup> , 2009

### Welcome and Context

Kristen Corning Medford from the Greater Tacoma Community Foundation opened the evening and welcomed everyone here. “Last week we shared our stories about how violence has impacted our lives and the lives of our community. I saw and experienced the fact that when we are honest and vulnerable and tell our stories from the heart we can find great courage and wisdom and truly understand what is happening in our community. It is such an important part of creating sustainable change for our community.

Three years ago we started this effort and recognized we needed to bring youth to the table right away. Out of that came this process to talk about issue with youth violence with those affected by it! It is all part of our effort to create a community where youth:

- Thrive
- Are respected
- Feel safe
- Have opportunity
- Are respected leaders
- Are recognized as sources of solutions

We know that to make a difference, to make it into reality, we need to get to actionable relationships ~ connecting with someone and or some effort and moving it to action.”

She thanked the co-sponsors and the youth interns in the room tonight (all stand).

Karma Ruder said that tonight we’ll have youth and adults talking with each other about things that matter. The power of this night is listening to each other.

One of the members of our facilitation team tonight was deeply affected by the tsunami in Samoa – let’s take a moment to hear about what’s happened and send our well wishes to Vince Vaielua, his family and all those impacted by the storm.

Tonight is about community. Last week was all about stories and being in the reality of what violence is like in Tacoma. Tonight is about imagining what **we are for** and the future we’re working to create. It’s about identifying the stepping stones that will move us towards our dreams and the obstacles we need to be aware of on the way.





## OPENING AND AGREEMENTS

Dominique Lewis read his spoken word summary of the Week 1 dialogue:

### My Summary

By Dominique Lewis

All it takes is one day, one afternoon, one evening for Youth and Adults both comfortable open or closed to come together to find a solution to this thing we call youth violence.

Names with faces are being taken from us by people who have no say so in whether we breathe or not, Fed up voices and angry emotions are ready to make the change...

Ready to communicate together to both listen and to tell their stories

Only being segregated by large Round tables and seat placements that read Adult & Youth... from the beginning games were made and taught so that we knew who we were gonna be sitting by. Police officers back to back to urban kids from hilltop, teachers back to back to students...

The communication barrier was broken and at that moment we all figured out that we are all here for one thing....

To make change....

And to see this change manifest on the streets of Tacoma, not just for today but for the future of Tacoma... No more buildings being replaced by paintings of how Tacoma should be... No more placing funeral homes right smack in the hood as a reminder to where you could be...

But building and putting more funding into community centers where youth and teens would want to be.

But I was only one person here on September 23, and this is only **my** summary.

Buddha Harrison led an ice breaker to help us notice what we have in common. Buddha offered a series of questions to help us see how many of us have been impacted by violence, how many have music and art as one of their tools to address violence, and how many in the room are ready to make a difference.

Buddha had us stand up to have a sense of what we STAND for.

READY to TAKE a STAND against violence.

Using Music and Art as DEFENSES

SPEAKING up that we have been hurt by Violence.

BEARING WITNESS to what's going on.

KNOWING we can make a different.

Buddha concluded, "We all come from different places and different backgrounds. I see though that we're all about being against violence. If we can make a difference in here – we can take this and make a difference out there in the streets."



Brittnee invited triads to share to give people a chance to find out what we did in the first dialog for those that were new.

Last week we talked about Gracious Space and focused on the element of "invite the stranger" and we really welcomed each other and listened to each other. Tonight we are focusing on "Learning in Public" and we've been learning together already.

Karma asked "What would it take for you to feel safe to be here, OK to share your stories

tonight?" The group added the following qualities to the list from the first dialogue: vulnerability, empathy, make no assumptions, respect, open mindedness, willingness to speak up, and laughter.

Chris Jordan and Kenji Stoles introduced the History Wall. They will be creating a 3<sup>rd</sup> panel which talks about the future we want to create. "The wall grew from our stories... the stories of violence in Tacoma and how it has impacted our lives, the second panel is about taking a stand and what that stand looks like, and the third will be more of the "dawning" - looking for ways to brighten a future New Day. We're listening tonight for the images for the third panel which is the future we dream of and will create together."

Mike Wilson from Safe Streets walked us into imagining our future by sharing his story of how he has stepped up and stepped in against youth violence to create a new future. He continues to do so. "We know we are here to create a brighter future together. I've been here since 1984. I moved here from Pittsburg, where things were bad. At first, I thought it was Disneyland, a really good place to raise a family. I saw change in the city starting in 1989. What happened in 1995 changed my life. I always talk about Corey Pitman as if Corey is still around. He would be here tonight - he'd be leading us. Cory was shot and killed instantly in a random act of gun violence on a baseball field. The kid that drove the car and did shooting was from my church. I went to my Pastor to say we need to change things.

We called together 70-80 people, not unlike tonight. We were clear - we don't want violence no more. Many things were born from those efforts as people came together. Pro-teen was born. At first, it was an all- volunteer effort. Violence immediately decreased 28%. That's what can happen as the community comes together. Since Pro-Teen, I've been working with the city. I can't get away from young people. If we can empower youth to lead and create their future, our community will continue to be better off we can create the change we want. It's all about us stepping in."

Buddah, one of the youth interns shared his story and what he is FOR. "When I was 14 my parents separated. I was in trouble with gangs in Mississippi. I moved here and found Club Friday and Brick City and turned my life around. I found out my senior year I was not graduating and that was tough. Come January though, I will get my GED and move on."

*I AM for youth, for adults, for no one dying on the street. I'm for people living. Many people are crying or complaining but not stepping up to change the situation. We need to do something about it. There are a lot of people who die too soon. It's about everybody taking responsibility for them self and trying the best they can. Buddha.*

## WHAT ARE YOU FOR?

What are you for-what do you want to be different?

### WHAT ARE YOU FOR:

Understanding

New connections and bringing in new blood into institutions

Better manners

Adults to be available and supportive of youth and constant! Not passing through.

Stability

Comfort with selves

Peace and Justice.

Kids fall and fail. Who's there to see that happen. Who's going to get that kid and get them back.  
Youth retrieval. We need to be about Youth retrieval.

We're for talent... how do we engage the incredible talents of youth in places where  
decision are being made and on boards and more. Youth are ready to lead.

Other options for kids to pursue besides just traditional education.

Brick city brings laughter and love and unity. For Brick City.

Challenging myself to make the most of opportunities that are available.

Reducing drop out rate to less than 5-10%

Communication! Embracing the people around you. REALLY promise things to youth around you.

Being the ICE CUBE. Be the one to draw in the heat... produce the solution... reducing the swelling

I'm for getting involved and helping my friends get over their emotions and their fears.

Justice freedom, peace, social justice and being intentional.

Creating places people can come together – youth and adults...

A place everyone wants to go and they are welcome.

Peace harmony and honesty.

Not just talking about it... acting on it.

People need to BE about it. Not just talk about it.

#### **Be the ice cube:**

Be the one to draw in

The heat allowing

The heat to change my

Composition, producing the

Solution that reduces the

Intensity. Changing the

Propensity for density.

Lifting the falling by melting

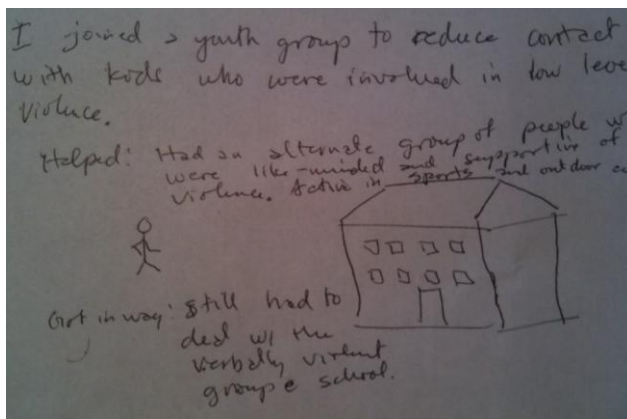
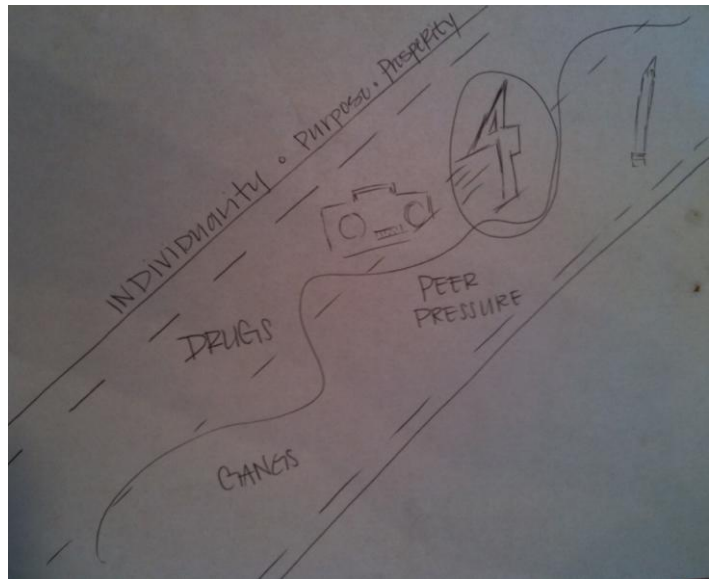
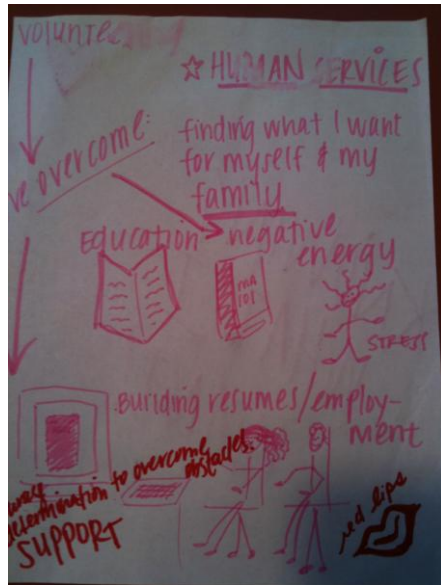
Reducing the swelling by

Chilling the bruised.

~by Anthony

The body is not healthy if there is too much heat. Chill!

## STEPPING STONE AND OBSTACLES



The tables were given the assignment to identify the stepping stones that help them move forward towards their dreams and the obstacles that get in the way. Some of the themes about stepping stones that came forward in the notes are:

- Relationships to adults – family, mentorship, someone who believes in them
- Places they can gather – especially those that develop voice through arts
- Having a passion for something – sports, art, music etc.

- Setting goals having perseverance, courage, determination, responsibility
- Positive personal relationships; who you hang around with is important
- Jobs- work – training – education – internships for experience

Being connected to community – knowing your neighbourhood

The following were submitted on the notes taken at the tables:

Stepping Stones	Obstacles
<ul style="list-style-type: none"> <li>• Going to college</li> <li>• Finishing high school</li> <li>• Time</li> <li>• Get away from drama</li> <li>• Stay away from bad ?????</li> <li>• Sleeping??</li> <li>• Doing for others</li> <li>• Mentor</li> <li>• Complete school</li> <li>• Positive people</li> <li>• Go to school</li> <li>• Choosing the right people to hang with</li> </ul>	<ul style="list-style-type: none"> <li>• Acting before I think</li> <li>• Myself</li> <li>• Tests (trials)</li> <li>• Making bad decisions</li> <li>• Drama</li> </ul>

<ul style="list-style-type: none"> <li>• Starting a family</li> <li>• Encouragement/challenged to do new things</li> <li>• Positive friends</li> <li>• Education/graduation</li> <li>• Declare what you're going to do and just do it</li> <li>• Inviting people over for food</li> <li>• Positive attitude</li> <li>• Positive role models that keep it real</li> </ul>	<ul style="list-style-type: none"> <li>• Money</li> <li>• Fear</li> <li>• Adults making youth not feel capable</li> <li>• Insecurity</li> <li>• Defining my goal</li> <li>• Not believing</li> <li>• Stuck in a mind frame</li> <li>• Emotions need a shoulder</li> </ul>
<p>(to get past negativity)</p> <ul style="list-style-type: none"> <li>• Move away</li> <li>• Money</li> <li>• Separate from violence but always a part of a group of support and helping relationships</li> <li>• Being exposed to a new experience</li> <li>• Biting my tongue</li> <li>• Being a lover, giving in, remembering the love</li> <li>• Break dancing</li> <li>• Finding myself</li> <li>• All the young people areas are shutting down</li> <li>• Intentional, consequential thinking for greater later than small situation now</li> <li>• It's harder to get away from violence once in it rather than avoiding it</li> <li>• People always told me what to do rather than what not to do</li> </ul>	<p>People fear</p>
<ul style="list-style-type: none"> <li>• Scholarships-education</li> <li>• an adult pro-actively recruited me</li> <li>• Family</li> <li>• An adult believed in me</li> <li>• Positive personal relationships</li> <li>• Skills – athletic, artistic</li> <li>• Each positive choice builds on the last and build positive momentum</li> <li>• Being around positive people</li> <li>• Recognizing my passion</li> <li>• Setting goals</li> <li>• Perseverance</li> <li>• Jobs – work – training – education – internships for experience</li> <li>• Financial assistance, with flexibility and dignity</li> <li>• “Moral” support</li> <li>• The possession of a weapon</li> <li>• Courage and determination</li> </ul>	<ul style="list-style-type: none"> <li>• \$\$\$\$</li> <li>• Drug use (self or others)</li> <li>• Being trapped in familiar patterns</li> <li>• People doubted me and I doubted myself</li> <li>• Broken family/broken relationships</li> <li>• Felt I was on a dead end</li> <li>• Loneliness</li> <li>• Threats</li> <li>• Someone was violent towards me</li> <li>• Being in foster care</li> <li>• Aging out of foster care</li> <li>• I was distracted by adventure and taking exciting risks</li> </ul>
<ul style="list-style-type: none"> <li>• Start YLC chapters/committees</li> <li>• Find common goal – common purpose</li> <li>• Mike – when mother moved away from Pittsburgh</li> <li>• Change of the environment</li> <li>• Having a friend</li> <li>• Losing personal actions than the person</li> <li>• Sports clubs, activities</li> <li>• Morales/purpose felt</li> <li>• Cars, break dancing, hip hop, music</li> <li>• Responsibility</li> <li>• Counseling</li> <li>• Creativity</li> <li>• Sources of strength/community</li> <li>• Neighborhood design</li> </ul>	

<ul style="list-style-type: none"> <li>• Changing friends</li> <li>• Meeting new people</li> <li>• Knowing your neighbor/communities</li> </ul>	
<ul style="list-style-type: none"> <li>• Church</li> <li>• Dance</li> <li>• Spending time with friends or family</li> <li>• Reading developing new habits</li> </ul>	

## EVENING REFLECTIONS AND NEXT STEPS

### **What moved you tonight:**

- He (youth sitting next to her) was real and he was a mentor in the making.
- To see that all of us had something in common. We are here for the same reason.
- There are 5-6 non-profits working together. The non-profits are going to have to work across the barriers. We're starting that at its next level.
- I heard amazing stories to connect us as human beings.
- I was moved by the readiness to listen and to create plans
- To see how many adults REALLY care about the youth. Adults who care and listen to youth! WOW!
- There are a lot of adults here who put their pride or adult crown to the side and listened.
- The youth just blew me away. They really thought about this a lot. It's super. I learned some new language too.

### **What did you learn about what stepping stones we need:**

- Stepping stones we need the most is some place for kids to go where these positive kids are there to support the ones that aren't there yet.
- No matter what's going on in your life, there are others there for you and you can always help somebody in life.
- The difference between community on the east coast and the west coast. How to create community on the west coast is different. Back East people live on their front porches and have community because we talk. Here people live on back porches... We don't as naturally have community to support the kids.
- A recurring theme was courage and determination. Having courage to make a difficult choice or take a difficult action... wonderful and inspiring.
- Getting youth to value themselves and how they see themselves. They are worth the mentorship – they are worth the investment in programs. "I'm worth it, I'm ready and I deserve it."
- The kids need some place to go.

- Youth often are not able to ask questions because they are afraid adults will say NO. Adults like the ones here want to say yes. Fear is the wall and it is there. Breaking through the wall to ask the question to the adults.
- More of the community taking care of the community. Keep the dream alive. Watch your kids.
- Parent Youth relationships... at some point we need to bring the parents into the conversation!

**What will you do to move toward the new story we want for our community:**

- Dinner at my house at least once a month.
- I'm ED of downtown Y – I'm looking for programs to support teens and how to better our community. Come talk to me.
- We need more youth middlemen like all of us right here. Adults don't know how to give it to us so we need to help them. I'll talk to them and help them bring these places back. Leave them with free time and they will be in trouble.
- Finding kids different talents outside of sports. Have the facilities and things they like, for those with a business eye, then support them in that. Arts and business.
- City government and how we have a lot of ways for citizens to get involved and participate in government. More emphasis on how to get youth involved in government. We have a number of youth oriented programs in the police department but there needs to be more.
- Today is last day of Brick City being open... Lots of youth have been involved and learned about government and about leadership. We've been getting oriented in a lot different way.

Question: What's going on... why is Brick City closing? Diana Young from Brick City responded that the program has been terminated by World Vision. They are looking to find a home for it by December. It's heartbreaking.

- *It seems like all of us or most of us are involved in what would make a better place. How do we organize now to make this happen. This is about what we are already doing and how we organize to make it happen beyond what we are already doing!*

**CLOSING: ALTERNATIVE TO VIOLENCE**

Losz, Cyncere, and Louis & Calvin; Josh and Lady V provided spoken word as their alternative to violence

**QUOTES AND EVALUATIONS FROM THE EVENING**

Even being a part of it was amazing. I got moved by being a part of it and seeing all the types of people that still care and really care about the community.

Just wonderful dialog about how to create a better community. Mike.

I'm learning that we have amazing talented and smart youth and if we just listen to them that it's pretty obvious what we should be doing... Liz Dunbar

I'm really excited to see all the people who really want to help the youth and trying to be involved in what's going on.

I think we are going on the right steps toward the future. I think that we are building something that we can really make a difference, actually build something and creating something with this.

This is really going farther than the usual talk.

I heard a lot tonight about empowering youth. I heard a lot about how youth want to become involved and lead and we need to create places or space for that to happen.

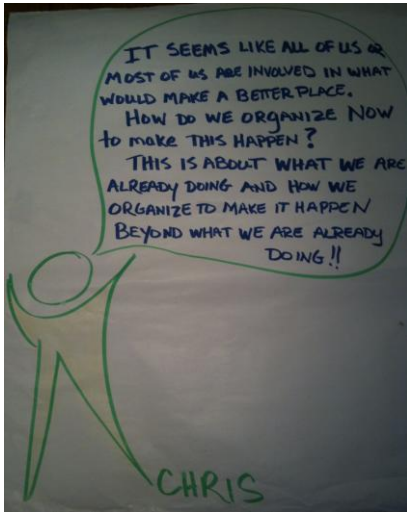
I think it was a positive outcome as far as hearing people's opinions and ideas coming out. There was a wide variety of opinions and options for how to move forward it was very powerful and I look forward to coming back.



## OVERVIEW OF DIALOGUE 3

Wednesday, October 21, 2009

### PURPOSE OF THE MEETING



*It seems like all of us or most of us are involved in what would make a better place. How do we organize now to make this happen? This is about what we are already doing and how we organize to make it happen beyond what we are already doing! Chris Jordan*

Pat Talton explained, "This dialogue is about moving to action. We have been willing to listen and now we need to be willing to act. We need to do things differently in our community. We are all already part of doing good work, and there is more to be done. We need to get creative in addressing youth violence; to commit our lives to getting it done and to bring resources to the table. "

Rose Hamilton Lincoln said that three years ago she was compelled. People were being misunderstood. People were afraid. She was looking for a way to move the community, listening to every voice.

"We had to move beyond repression and talking. We had to think beyond getting new dollars or new programs. It was about asking questions that came from a deep belief in the community." She is excited about getting to action plans this week and next week.

### WORKING TOGETHER



To learn the principles of working together, three groups formed – each with a tent pole. The instruction was that every person put their two index fingers below the pole and then lower the pole to the ground - keeping it even so that the pole never dipped or was higher on one side than the other.

Principles of working together identified by the group from their activity included:

*If you have help from your neighbor, you will be able to solve problems easier.*



*Collaboration is difficult. The advice is to really communicate; really look at what you are doing and pay attention to your own part. Even if you can't control what others are doing, if you pay attention and do your part, others will too.*

*I loved that everyone just assumed we could do it. No one commented on height or body type or finger coordination. We just focused on the task and got it done and we believed everybody else would help.*

*Sometimes, what we have to work with is bent, and then you have to do it differently.*

*I thought this was a bunch of anarchists. People didn't take orders. Language goes in one direction and action in another. They were going up instead of down. If you don't have a common language, you can't have a common action.*

## CAFÉ CONVERSATION

Teresa Posakony explained the origins of World Café and the basic principles for how to participate. The room was divided into three sections so that people could think about action they could take personally, in groups and through organizations, or in the broader community.

**The organizing question for the world café was “What could our efforts against violence and for youth also be?”**

After two rounds of conversation, these themes emerged:

*Do active listening and ask questions. Don't let systems define individuals. Get to know youth in an authentic way.*

*Organizations need to set up an intergenerational model – with youth involved in planning, making assessments, implementation and being on the board. Have youth create their own board. This doesn't cost dollars – it's just a change of behaviors. Adults have to give up their power and let youth run things. Adults need to be on the sidelines coaching.*

*Acknowledge and value the creativity of youth. Give them the opportunity to create change.*

*We represent agencies that can come together and build collaborative efforts sharing leadership and having youth at the table. We can empower youth to fulfill their dream and bring actions into the community. We have to make the commitment and build the connections for this ultimate goal.*

*We have to empower youth. We can see them as participants or we can see them as agents of change. We can come up with programs – but it will have more effect and be totally different if it comes from the bottom up.*

## THE ENERGY OF YES

The last round of the world café was to find the energy of YES! To step in and make a difference wherever you have passion and will say YES! Some of the ideas that emerged from the debrief:

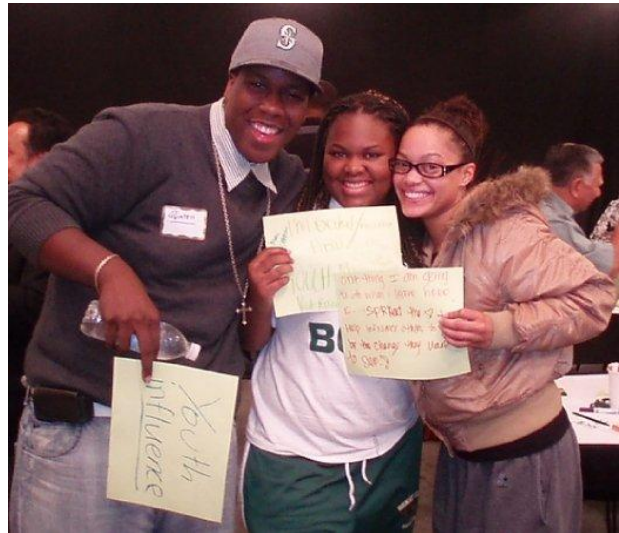
*Nothing about me without me.*

*We need to learn about forgiveness and respect. We need to challenge individuals, organizations and systems to hit the issues head on and not be afraid of hanging out the dirty laundry. – Sherrana*

*Everything is personal - personal relationship, personal invitation, personal accepting. Let's have community dinners once a week to be in touch.*



*We need the energy of yes. Not everyone is saying yes to programs, clubs that support youth. We are missing the energy of yes – we are saying no to the funding. We need to not accept no as an answer. We have to own our program sustainability and do the work we care about. We can't keep putting all our dreams on a piece of paper for someone else to sign on. How do we make our own programs sustainable and fundable?*



*I'm excited about using technology as a communication resource. What if all these agencies with resources could be on one site so you could go to one place and find what is available? This would help so many kids, adults, families. This would help youth find their alternative to violence.*

## **CLOSING: ALTERNATIVES TO VIOLENCE**

After thanking the Foundation, the facilitation team, the youth harvest team and all the participants, we closed with a performance.

A –OHH (the Art of Hip Hop) from DASH – Dancing, Acting, Singing in Harmony provided the closing rap. They are a group committed to keeping the arts alive for youth as school programs are being unfunded.

## **QUOTES BY THE PARTICIPANTS**

*I was really moved by what this young man had to say. He confirmed my observation that you need one person to make a difference – that's all it takes – just one. It makes me sad. – Christine*

*Community BBQ – Kenji*

*I feel full and rich and open. Full of possibility and very excited about how we came together and are moving forward and drawing others in to it. These are doable ideas– not pie in the sky- but hopeful and realistic. – Sharon*

*I'm unsettled. The ideas are stirring around and need time to be sorted. – David*

*It's positive here – a chance for youth and adults to bond and see what's it's like on the other side. We are not that far apart. The only thing that separates us is age. We can see the change – the bridge is communication and understanding. – Kristie.*

*Listen to the youth! - Aomi*

## SESSION 3 FULL NOTES: PURPOSE OF THE MEETING

Wednesday, October 21, 2009

*It seems like all of us or most of us are involved in what would make a better place. How do we organize now to make this happen. This is about what we are already doing and how we organize to make it happen beyond what we are already doing! Chris Jordan*

**The core question around which participants were invited to the meeting was:** What could our efforts against violence and for youth also be?"



Pat Talton began by thanking the audience for returning. She noted that while the focus of the dialogues is to prevent youth violence, the overall goal is about improving the quality of life in our community that we care about and hold in common.

The facilitation team for the night was Pat, Teresa Posakony, Dominique Lewis and Danielle Tustison.

"When this began three years ago, I was happy to be invited by the Foundation to be part of the solution, to be part of a group of learners that acknowledged that we didn't know the answers. We came together to make things better in the community. When the young people showed up, they shook us up. They made us see the world through their stories; to see what is real. ...I realized I hadn't heard all the stories; hadn't tapped into the creativity of the community.

This dialogue is about moving to action. We have been willing to listen and now we need to be willing to act. We need to do things differently in our community. We are all already part of doing good work, and there is more to be done. We need to get creative in addressing youth violence; to commit our lives to getting it done and to bring resources to the table. When I see Danielle and Dominique, I know that the job is not done, because they are assets that our community needs. And if they are not supported, Tacoma misses out."

Rose Hamilton Lincoln said that three years ago she was compelled. People were being misunderstood. People were afraid. She was looking for a way to move the community, listening to every voice. "We had to move beyond repression and talking. We had to think beyond getting new dollars or new programs. It was about asking questions that came from a deep belief in the community." She is excited about getting to action plans this week and next week.

Brian Boyd's personal reaction to hearing the stories is to keep coming back and to stay in the conversation. He has been so impressed with the skill and passion of the youth leaders and the youth entertainers. He knows lots of youth with privilege – who have a vision of where they are headed based on a bucket of privileges of dollars, family support and expectations. In the youth here, he sees leadership at a heightened level beyond those with more privilege. Each conversation he leaves unsettled, wondering about how we can get it done. He admires the skillfulness and bravery of the youth who are here.

Dominique said that the first dialogue was an eye-opener for the community. It gave everyone a chance to get to know what you didn't know. Everyone has something different about what kept them from being on the street. For him, it was about the arts.

At the first dialogue, Danielle was moved by the diversity of all the different people coming together, sharing stories. No one was holding back. The timelines about how violence affected each of their lives

brought out something that was very strong. She learned about mentorship, support groups, that other youth want to listen and how to practice forgiveness. Because of that dialogue, people are more aware of violence, and how it is portrayed and seen in the community.

Dominique learned that everyone experienced violence in some way looking at the timelines. There is one timeline of a nine-year-old who began with fighting about toys, and later went on to fighting in the neighborhood. It makes you figure out, what are you for? He talked about the poem 'The Ice Cube'. " You can melt into your surroundings and change your environment. The ice cube in a cup can make a change – it makes the juice cold." Everyone can make his own interpretation of the poem. We all still have stories; we can dedicate our lives to being the change.

## WORKING TOGETHER

To learn the principles of working together, three groups formed – each with a tent pole. The instruction was that every person put their two index fingers below the pole and then lower the pole to the ground - keeping it even so that the pole never dipped or was higher on one side than the other.

After the activity, the first group described how one person took the lead and kept saying '1,2 3 -down.'" There was a repetition and a rhythm so that everyone could be on board as long as everyone was paying attention. There were different learning styles, so it took a while for everybody to actually adapt to what was happening and to learn how to work together.

The middle group had a bent pole, which added to the difficulty since the middle was always higher. The folks in the middle of the pole tried to bring it down, but there was nothing they could do. The group had to watch each other carefully. At one point, the suggestion was made for everybody to touch fingers to feel each other. This communication really helped.

In the last group, one side was moving faster, and one was going up while the other was going down. They needed a point person to step back and point out what would help. At one point, they were just calling people out who needed to move a little bit differently. It was hard to communicate from end to end.

Principles of working together:



*If you have help from your neighbor, you will be able to solve problems easier.*

*It was great to hear about when the fingers touched and everyone moved together – all for the same campaign. The principle is, if you do this with one accord. It helps move the group forward.*

*Collaboration is difficult. The advice is to really communicate; really look at what you are doing and pay attention to your own part. Even if you can't control what others are doing, if you pay attention and do your part, others will too.*

*Like the two fingers connecting, we need to make connections so that we have intergenerational leadership. We have to be able to share the torch. Not remembering that will keep us from the goal.*

*I loved that everyone just assumed we could do it. No one commented on height or body type or finger coordination. We just focused on the task and got it done and we believed everybody else would help.*

*Sometimes, what we have to work with is bent, and then you have to do it differently.*

*When you're working in the thick of it, it sometimes helps to have somebody step back and observe to give direction.*

*I thought this was a bunch of anarchists. People didn't take orders. Language goes in one direction and action in another. They were going up instead of down. If you don't have a common language, you can't have a common action.*

*If someone would have stayed on the side and lowered a hand so that everyone could keep track of where we were together, I think that would've helped us move in the right direction. In order to make things work, you must be in a place to listen.*

## CAFE CONVERSATION

Teresa explained the origins of world café and the basic principles for how to participate. The room was divided into three sections so that people could think about actions they could take personally, in groups and through organizations, or in the broader community.

Danielle shared that she is in school, looking for work and in an internship. She shared the way in which participating in the dialogues is effecting how she behaves with her 7 month old son and in her relationship. For her son, things have to change.

The organizing question for the world café was “What could our efforts against violence and for youth also be?”



After two rounds of conversation, these ideas were shared:

*Learn about and support organizations that are supporting youth – become aware.*

*Let youth create programs and reach out to adults instead of having programs come down from adults – bottom up!*

*Not all our organizations have a primary mission that is about youth violence. However, we are about youth. How can we use the principles we are learning? Can we focus on our mission and apply these key principles in our organizations?*

*Do active listening and ask questions. Don't let systems define individuals. Get to know youth in an authentic way.*

*Be intentional – break down our assumptions that keep us from engaging youth voice.*

*Bring value to our own lives – express ourselves without drugs and alcohol. Start programs as youth and reach out to adults.*

*Organizations need to set up an intergenerational model – with youth involved in planning, making assessments, implementation and being on the board. Have youth create their own board. This doesn't cost dollars – it's just a change of behaviors. Adults have to give up their power and let youth run things. Adults need to be on the sidelines coaching.*

*Adults need to allow youth to move to the front. Adults tell youth that “they are the future”. But the youth aren’t the future until the adults are ready. President Obama is getting Bush’s stuff. The sooner we are handed the torch the better. We know where we want to go now. If we wait too long, we will lose our mindset. You see it in us now – let us do it now.*

*Create an educational system that understands how violence affects learning.*

*Acknowledge and value the creativity of youth. Give them the opportunity to create change.*

*We represent agencies that can come together and build collaborative efforts sharing leadership and having youth at the table. We can empower youth to fulfill their dream and bring actions into the community. We have to make the commitment and build the connections for this ultimate goal.*

*We have to empower youth. We can see them as participants or we can see them as agents of change. We can come up with programs – but it will have more effect and be totally different if it comes from the bottom up.*



*We know it matters to involve youth – how do we do that when we are charged with raising dollars and running the organization? How do we practically make that happen?*

*One idea was to create a studio so that youth could have access to what they need to create art and mentor each other to learn how to produce work that could lead to jobs. This was connected to an idea to invite businesses to support this studio in exchange for having access to great youth talent that could help them make their materials real.*

From the table notes:

Know your neighbors

Youth being able to believe and trust an adult

Adult involvement and commitment

Listen

Confidence is key

Start young

What are you/we going to do or can do to make youth involved in violence stop and change for the better?

Youth need someone to turn to

Youth are looking for a response even after an adult listens

Education is important and we know youth need it

Diverse learning

Existing resources – share; web and highlight; bus book

Cultural relevancy – schools, youth, business all need to learn

Multifaceted community resource relationship

Admit I can be violent

Be a part of fostering an alternate community

We need to do something with the highest risk youth – not the at- risk youth

Youth need to know/have a youth friendly resource book

Act on your passions that fill the void violence can create

Actions speak louder than words

Mentoring works both ways  
 Silence can be violent  
 Ask questions of yourself  
 Realize the dream of non-violence  
 Value life, build space  
 Be it: caring love peace  
 Don't speak about it – be about it  
 Figure out connections and gaps  
 Shield  
 Let the word out  
 Mentors – adults and youth too  
 Our educational structures do not address or make the educational system conducive for children with biology of trauma or violence. How do we fix that?  
 Get personal with the youth, like at least learning names  
 Learning activities as consequences instead of “suspension” punishment  
 Connect youth with their passions  
 Every one has their gang. If it is positive or negative is a matter of perspective.  
 YLC/Brick City/YMCA – prevention powerhouses

## THE ENERGY OF YES!

The last round of the world café was to find the energy of YES! These ideas were shared:



*Nothing about me without me.*

*We cannot be leaders if we spend our lives being followers.*

*We need to learn about forgiveness and respect. We need to challenge individuals, organizations and systems to hit the issues head on and not be afraid of hanging out the dirty laundry. – Sherrana*

*We need to unveil the opportunities for youth – how do we let them know we are here?*

*Everything is personal - personal relationship, personal invitation, personal accepting. Let's have community dinners once a week to be in touch.*

*We need the energy of yes. Not everyone is saying yes to programs, clubs that support youth. We are missing the energy of yes – we are saying no to the funding. We need to not accept no as an answer. We have to own our program' sustainability and do the work we care about. We can't keep putting all our dreams on a piece of paper for someone else to sign on. How do we make our own programs sustainable and fundable?*

*If I say I'm gonna put stars in the sky and someone says you can't put stars in the sky , but they don't know what I can do.*



*I'm excited about using technology as a communication resource. What if all these agencies with resources could be on one site so you could go to one place and find what is available? This would help so many kids, adults, families. This would help youth find their alternative to violence.*

After this discussion, every individual was asked to put their answer on a page and to walk among the group to see what other people identified as their YES! Dominique introduced the song Waiting for the World to Change, saying we are no longer waiting for the world to change but actively changing it. The song played while people were walking around.

<b>THE ENERGY OF YES!</b> Remembering to push past fear and look for youth voice	Advocate and let other youth know it's okay to advocate for the things they believe in and want to happen!	Empower/encourage parents
More spaces for youth to gather to become a part of the community	How do we maintain relationship and what has been started	Learn by doing
Training youth to be in-school mediators	People believe in those that believe in them	Empower youth to lead
Find places for youth music and dance – Fight to keep Brick City Open	The youth are the future so let them lead	Youth influence
Help youth connect with their passion	Watch the movie “Pay It Forward”	Shifting incentives
Community coming together: website?; BBQ; laser-tag; building relationships	I will find three people and commit to listening and bringing positive events/habits into their life	Finding the root of the problem
Youth lead...adults coach!	I'm excited/passionate about youth mentoring and youth resources	Youth leadership in funding decisions
Promote health and wellness	Our voices being heard	Youth creativity harnessed in a social enterprise
Volunteer – find who you want to help!	Starting something	Youth leadership with mentors to help along the way
Actions speak louder than words	Reaching out to adults instead of waiting for them	Having youth be part of the solutions
Mentorship	Youth resource site/book	Do peace to the world and the people living in it, also the environment and worship
Generations learning from each other	Mentoring developing personal relationships	Be able to answer why we are doing something
Diverse learning	Gracious Space for continued conversation and relationship building	Forgiveness
A collaboration of efforts which include youth	Respect	Meet challenges head on by not hiding the dirty laundry
Take personal responsibility for _____. Make it happen.	To convene youth and adults in hope of collaboration on issues of significance (mentoring, accessibility of art programming)	Coach to assist youth learning how to advocate for themselves
One thing I am going to do when I leave here is...spread the love and help influence others to be the change they want to see!		Unveiling the opportunities for youth
		Be about it –not- speak about it
		Finding root of problem
		We need to define what we mean by community – do we really have them

## CLOSING ALTERNATIVE TO VIOLENCE PERFORMANCE

After thanking the Foundation, the facilitation team, the youth harvest team and all the participants, we closed with a performance.

A-OHH (Art of Hip Hop) from DASH – Dancing, Acting, Singing in Harmony provided the closing rap. They are a group committed to keeping the arts alive for youth as school programs are being unfunded.

## QUOTES AND EVALUATION OF THE EVENING

*I was really moved by what this young man had to say. He confirmed my observation that you need one person to make a difference – that's all it takes – just one. It makes me sad. – Christine*

*Community BBQ – Kenji*

*I feel full and rich and open. Full of possibility and very excited about how we came together and are moving forward and drawing others in to it. These are doable ideas– not pie in the sky- but hopeful and realistic. – Sharon*

*I'm unsettled. The ideas are stirring around and need time to be sorted. – David*

*It's positive here – a chance for youth and adults to bond and see what's it's like on the other side. We are not that far apart. The only thing that separates us is age. We can see the change – the bridge is communication and understanding. – Kristie.*

*Listen to the youth! - Aomi*

## OVERVIEW SESSION 4

October 28, 2009

### PURPOSE OF THE MEETING

THE CORE QUESTION IS: WHAT DO YOU SEE HAPPENING THAT HAS PROMISE?



Tanjah Mims opened the fourth dialogue by noting that it was both a sad and exciting night – sad since we were coming to the end of attending dialogues and exciting because we are moving into action and what we want to make happen in our community.

Pat Talton named the desire in her heart to make Tacoma a better place to live. “I take this journey seriously. When we work together we become unified in our how we address issues of youth violence; ... unified in finding the trust to stand together and say we don’t know the answers and we are here to learn. I have learned to listen to people half my age and see here in the room many ready to put their hand to the plough - who want to do the work and will stay engaged.” She thanked everyone for coming.

Teresa Posakony explained that the room was set in a circle so that everyone could see each other as we create a platform for what’s beyond these dialogues. We know that the wisdom is in the room and the relationships are in the room. We have shared our stories about what is happening now and dreamed about what we are working towards. We will create an agenda together tonight building on the ideas and insights of the first three weeks.

She invited people to remember the elements of Gracious Space – it is a spirit and a setting in which we invite the stranger and learn in public. The quality of listening matters.

### OPEN SPACE

Teresa explained the principles and law of open space. Open Space Technology is a dialog practice that encourages the key ideas, conversations, efforts, initiatives, projects and questions to become “the agenda” for a meeting. In this evening we created an agenda of 17 sessions! People were invited people to come forward and create the agenda by naming what they wanted to talk about during two 45 minute rounds. The topics were:



- Youth government in the City of Tacoma
- Let's make it happen – supporting programs which foster creativity as an alternative to youth violence
- How are we going to stay connected?
- How do we start small fires through the week that turn into a big fire?
- Campaign to change attitudes about acting violent
- Multiple activities at multiple locations around the county – something going on once or twice a week
- Barriers to keeping programs going
- Dream session – what does a peaceful, respectful community look like?
- Story table
- The Way of Non-violence
- What will it take to engage younger youth to keep them from being drawn into violence
- How can we stop youth violence using what's already started?
- Youth session
- How can we put together a place for youth with anger problems to talk about it and work through them
- Urban café - a coffee shop with youth, run by youth with profits going to support arts and non profits supporting youth- mentoring, job skills...
- Using the music industry to change attitudes and perceptions of minority youth and introduce youth to other careers in the industry
- What do you fear most for youth?

## ALTERNATIVE TO VIOLENCE PERFORMANCE

After both rounds of conversation, GRIP – God's Revolution in Practice - performed Krumping – providing both the story of the purpose of Krumping and a fabulous exhibition of how it is done.



## REPORT OUT

Pat invited people to share key next steps coming out of the conversations. Here are a few highlights.

Anthony and Bethany talked about **youth government**. How many youth would like a voice in government; how many youth would like to mentor an adult; and how many adults would like to be mentored by a youth? The group will be looking for sponsorships from a number of different organizations. This could influence the City Council, laws, the school board, Police, Parks and Recreation, Human Services and others.

Chris reported on – **Making it happen – supporting all the organizations that foster creativity as an alternative to violence**. Have all the programs doing this work, e.g. Fab Five, DASH, Brick City, get together and figure out how to collaborate and fundraise together to do what we want to do.

Ms. Randle reported on **what do you fear for youth?** The fear is that youth will not receive the level of investment to make use of their talents.

Josua Means from GRIP announced **that GRIP will be doing tours** and will keep talking with kids – encouraging them to speak up about their problems and to join something positive.

Ken spoke on the **Way of nonviolence**. Only adults came to this group which caused us to wonder whether the ethic of non-violence has lost its appeal. That question pushed the group to wonder what the replacement is for youth.

Mike spoke to the personal change he experienced. I'm a pastor – and I came just to hear – just to listen. I am going to take this back to TMA and other groups to infect them with the idea – we have to listen. We have to come out of our fiefdoms.”



Following the series of verbal report outs, the Greater Tacoma Community Foundation will scan in all the written notes and send them to participants. Participants were encouraged to follow up by contacting people identified on the reports.

## SESSION 4 FULL NOTES: PURPOSE OF THE MEETING

Tanajah Mims opened the fourth dialogue by noting that it was both a sad and exciting night – sad since we were coming to the end of attending dialogues and exciting because we are moving into action and what we want to make happen in our community. Tanajah noted that from the beginning she just wanted the most people possible to be part of this. Tonight are the right people to be here to move the work forward.

Pat Talton expressed her excitement and named the desire in her heart to make Tacoma a better place to live for those here now and for those to come behind her. “I take this journey seriously. When we work together we become unified in our how we address issues of youth violence; unified in how we hold hands with people we don’t know to do something we care about; unified in finding the trust to stand together and say we don’t know the answers and we are here to learn. I have learned to listen to people half my age and see here in the room many ready to put their hand to the plough - who want to do the work and will stay engaged.” She thanked everyone for coming.

Teresa Posakony explained that the room was set in a circle so that everyone could see each other as we create a platform for what’s beyond these dialogues. We know that the wisdom is in the room and the relationships are in the room. We have shared our stories about what is happening now and dreamed about what we are working towards. We will create an agenda together tonight building on the ideas and insights of the first three weeks.

She invited people to remember the elements of Gracious Space – it is a spirit and a setting in which we invite the stranger and learn in public. The quality of listening matters. To remind us about learning in public, Tanajah led an exercise – inviting each person to write their question for the night on one side of an index card. When that was done, each person held the index card to his forehead and wrote their name on their forehead with their non –dominant hand. Tanajah reminded us that sometimes things that are fun are awkward and sometimes we have to be creative to get it right.

Tanajah then invited people to share their questions and to answer another which was: What do you see happening that you think has promise? As people were finishing up this conversation, Tanajah named the ideas that came forward from the previous week that especially spoke to her. “ I especially want to read this one. It says we can all be violent. I think that is really important to name and admit.”

## OPEN SPACE NOTES

In addition to the verbal reports , the Greater Tacoma Community Foundation scanned in all the notes taken during conversations and handed in. The notes went go to all of the participants by e-mail and are provided below. To join any of the following efforts, find the contact information on the report form.

Pat invited people to share key next steps coming out of the conversations:

Anthony and Bethany talked about **youth government**. How many youth would like a voice in government; how many youth would like to mentor an adult; and how many adults would like to be mentored by a youth? Many hands went up for each question. The idea is to have youth as a whole – from all backgrounds, races and cultures – represented in working with government. The concept is to for youth to create boundaries and a focus – identifying what we have to contribute, to set goals and to be involved. The group will be looking for sponsorships from a number of different organizations. This could influence the City Council, laws, the school board, Police, Parks and Recreation, Human Services and others. It could make a big difference for the community and even the nation.

Chris reported on – **Making it happen – supporting all the organizations that foster creativity as an alternative to violence**. Have all the programs doing this work, e.g. Fab Five, DASH, Brick City, get

together and figure out how to collaborate and fundraise together to do what we want to do. Another focus is to tap directly into the source by reaching out to students in schools and working through school counselors. The next step is to meet together with the heads of programs and figure out how we can work together. There will be a resource fair at Foss High School on Nov. 10 and the Fab Five will be available at that fair.

Ms. Randle reported on **what do you fear for youth?** The fear is that youth will not receive the level of investment to make use of their talents. Many youth have this great potential and yet do not have parents that are able to take youth to the places that will help them develop and use these talents. Her commitment is to find a youth and take a youth along when she is going to places that would be a support to youth to make sure that their gifts and talents are used for good. It is important not to give up on gifts and talents so that these youth resort to violence.

Josua Means from GRIP announced **that GRIP will be doing tours** and will keep talking with kids – encouraging them to speak up about their problems and to join something positive. There is lots to join. We are going to bring in a lot of kids – so everybody better be ready when they are coming in!

Ken spoke on the **Way of nonviolence**. Only adults came to this group which caused us to wonder whether the ethic of non-violence has lost its appeal. That question pushed the group to wonder what the replacement is for youth. The group is thinking about developing Peace Prizes for 8<sup>th</sup> graders or Seniors at various schools. Students would nominate who should get the prizes. This would be a way to educate us – what does it mean to practice non-violence and how does it play out.

Mike spoke to the personal change he experienced. “ At the first dialogue, I was impacted by a young lady. I heard stories from someone I hadn’t perceived had been through struggles. I’m a pastor – and I came just to hear – just to listen. I am going to take this back to TMA and other groups to infect them with the idea – we have to listen. We have to come out of our fiefdoms.”

### Open Space Follow up

**Session Title:** What do we fear for the youth?

**Participants:** Cam Wallace, L. Denise Randle, Avery Chanel

**Key Points and insights from our conversation:**

1. Students joining gangs is a main concern
2. Students are not being recognized for their talents and nurtured to develop those gifts & talents
3. Stereotypes and self fulfilling prophases
4. Low self- esteem
5. Hopelessness
6. Gangs are becoming a part of the generation
7. Students are joining gangs to fit in, lack family support, and a sense of hopelessness

**Categories that apply to our conversation:**

- Good conversation- no further action [ ]
- We have an idea/ suggestion to move forward [\* ]
- We have a concrete project/ initiative that we would like to carry out [ ]

**The idea Suggestion to move forward:**

- Meet the right people, following the right crowd, be strong in yourself
- Create programs for students in schools that teach life skills
- Resources/ centers downtown and easily accessible for students

**The concrete project/ initiative we would like to carry out is:**

-self esteem seminars

**Next Steps:**



- Seeing students/ youth's potential
- Calling students out/ respecting students
- Find a way to get paid their passions & feel successful

Contact person for this project/ initiative: \*not given

### Open Space Follow up

Session Title: Dream!

Participants: Diana Young, Candance Lewis, Dominique Lewis, Daniel, Mike, Kristen Corning

Key Points and insights from our conversation:

Imagined Future: What would Tacoma look like peaceful?

Family oriented, not separated by color, age, or wealth

More centers-> places for people to go where everyone feels welcome

Opportunities for everyone to be employed

People (neighbors) knowing each other

People gather on their front porch for city wide "block party"

People **want** to know each other

Spontaneity -> no plans no programs

Long term residents in a neighborhood that know the history of the family in the house next door

Proud of your neighborhood->roots in a community and cultured pride

We know the common story-> true is open minded/ inclusive

Small circles that overlap

People embrace differences and accept each other for our faults

Magnify assets-> tell your story, including faults to connect with each other

Truth is out-> people, government, history is present honestly.

Categories that apply to our conversation:

- Good conversation- no further action [\* ]
- We have an idea/ suggestion to move forward [ ]
- We have a concrete project/ initiative that we would like to carry out [ ]

The idea Suggestion to move forward:

- People come together to celebrate ( rather than for things like funerals)
- A city wide, grassroots block party that celebrates everyone in the community.

The concrete project/ initiative we would like to carry out is: N/A

Next Steps:

How might this vision seed other conversations/ initiatives from tonight?

Contact person for this project/ initiative:

Kristen at Greater Tacoma Community Foundation [kcorning@gtcf.org](mailto:kcorning@gtcf.org)

### Open Space Follow up

Session Title: What will it take to engage in younger youth in non-violent acts?

Participants:

Key Points and insights from our conversation:

1. Creating continuous mentorship (youth)
2. Traditional and nontraditional family support
3. Support inside school system for at risk youth

Categories that apply to our conversation:

- Good conversation- no further action [ ]
- We have an idea/ suggestion to move forward [\* ]
- We have a concrete project/ initiative that we would like to carry out [ ]

The idea Suggestion to move forward:

Collaboration at YMCA- WILLING TO FUND NEDS KIDS AT IDEAS LE SOUND ROOM

The concrete project/ initiative we would like to carry out is:

Chris Spivey ED downtown Y at Key People Sun Brick City to work toward.

Next Steps: N/A

Contact person for this project/ initiative: Chris Spivey

### Open Space Follow up

Session Title: Urban Cafe

Participants: Tanajah, Danielle, Christie Comeau, Kristen Corning, Lisa Copp

Key Points and insights from our conversation:

1. Partnership with entrepreneur(s) to create a business that creates funding for other programs. ( Non-profit youth board ran) (SBA; county foundations, work source, bates tech.)
2. Job skills, wages, program funding, youth philanthropy, recreation, and social entrepreneurship.
3. Leveraging money.

Categories that apply to our conversation:

- Good conversation- no further action [ ]
- We have an idea/ suggestion to move forward [\* ]
- We have a concrete project/ initiative that we would like to carry out [\* ]

The idea Suggestion to move forward: Establish a non-profit business in a contract location, which provides in-demand product or service at a high quality level.

The concrete project/ initiative we would like to carry out is: Finding committed youth, committed partners, business space, and seed money for start up.

Next Steps: recruit property owner w/ space; recruit business people; recruit advisors from Bates, Work Source, Youth, Reach and Goodwill.

Contact person for this project/ initiative: Christie Comeau

### Open Space Follow up

Session Title: Barriers to Keeping Programs Open

Participants: Pat Talton, Liz Dunbar, Rose Lincoln Hamilton

Key Points and insights from our conversation:

1. Some Programs are too specific/ narrow in scope
2. Willingness to learn what's out there and turn over a service to another if they do it together
3. May not have incentives to work together; organizations interest in their own programs
4. There isn't a coordinated way to stay connected once a community-wide effort has begun \* some good programs don't get funded and people not finding or supporting are identified

Categories that apply to our conversation:

- Good conversation- no further action [ ]
- We have an idea/ suggestion to move forward [ ]
- We have a concrete project/ initiative that we would like to carry out [ ]

The idea Suggestion to move forward:

- Could use art to connect current programs and to sustain programs
- Leverage the space that some organizations have to help other organizations
- Non profit consortium of organizations that collaborate and support on another
- Use community residents older who have past experiences with violence to solve as mentors/ connectors with youth- offer an in cognitive/ service that they might need as a swap

The concrete project/ initiative we would like to carry out is:

Organizations pull together funding to pay for a connector or person to ensure collaboration.  
Next Steps: N/A

Contact person for this project/ initiative: N/A

### Open Space Follow up

Session Title: How do we create little fires to create a big fire?

Participants: Diana, Adrian, Najai, Dominique, Brittnee, and Brian

Key Points and insights from our conversation:

1. We Need a goal
2. Youth

Categories that apply to our conversation:

- Good conversation- no further action [ ]
- We have an idea/ suggestion to move forward [\* ]
- We have a concrete project/ initiative that we would like to carry out [ ]

The idea Suggestion to move forward:

- Violence is so broad
- How do we do weekly things or once a month do a big meeting
- What's our goal? We never pin-point which aspect of violence we are trying to stop
- Clear outline of goals
- It would be great to have a project
- Use those small fires to stay connected because we aren't
- What little steps are we going to take?
- Each fore (group) should do something surrounding against violence ex. Brick City domestic violence classes etc.
- What's the plan?

The concrete project/ initiative we would like to carry out is: N/A

Next Steps:

Non violence Parade/ March, non violent dance, non violent talent show, youth against violence walk (sponsors)

Contact person for this project/ initiative: N/A

### Open Space Follow up

Session Title: Youth Government

Participants: Anthony Wood Bethany Rodgers, John Briebl, Keith James, Milagros Thompson

Key Points and insights from our conversation:

1. Needs a variety of races, ethnic backgrounds, and cultures
2. Decide regulations and boundaries
3. Finding resources
4. Where do we want influence?

Categories that apply to our conversation:

- Good conversation- no further action [ ]
- We have an idea/ suggestion to move forward [ ]
- We have a concrete project/ initiative that we would like to carry out [\* ]

The idea Suggestion to move forward:

The concrete project/ initiative we would like to carry out is:

Next Steps:

Contact person for this project/ initiative: Anthony Wood 253- 906- 3712

### Open Space Follow up

Session Title: The Way of Non- Violence

Participants: Ron Vignec, Ken Sikes, John Briehl, Pete, Christie Comeau, Lisa Copp

Key Points and insights from our conversation:

1. Human relations that embrace/ embody non-violence. ( Turn away from disrespectfulness and incivility)
2. Most of us need to learn more about what it means to live a non violent life. Ex Ghandi, Quakers etc.
3. Distinction between thinking and acting
4. No current standard bearer for that lifestyle (role model)

Categories that apply to our conversation:

- Good conversation- no further action [ ]
- We have an idea/ suggestion to move forward [\* ]
- We have a concrete project/ initiative that we would like to carry out [ ]

The idea Suggestion to move forward: Celebration of living in non violence

The concrete project/ initiative we would like to carry out is: Peace Day; Peace Award @ graduation; Peace Scholarships; Peace prize (youth prize in schools). Non violence workshops, marches against violence, build more global perspective.

Next Steps: ID subject manner expert. Convene larger discussion group

Contact person for this project/ initiative: Ken Sikes

### Open Space Follow up

Session Title: Why do kids fight?

Participants: Buddha, Kas, Sherrana, Alex

Key Points and insights from our conversation:

Bumps = Beefing

Looks-> too big -> fear = gunshots

- Takes strong minded adults or older youth to intercede “ why are you risking your life for that pet peeve”
- Conversations for youth to talk about their anger
- Anger management facilitation by older youth

Categories that apply to our conversation:

Trouble

Why youth join gangs

Anger

Pet peeves

- Good conversation- no further action [ ]
- We have an idea/ suggestion to move forward [ ]
- We have a concrete project/ initiative that we would like to carry out [ ]

The idea Suggestion to move forward:

- Having Anger management for youth facilitated by older youth
- Find a creative way but a real way to use their anger as an outlet

The concrete project/ initiative we would like to carry out is: N/A

Next Steps: N/A

Contact person for this project/ initiative: N/A

**Open Space Follow up**

Session Title: Music Biz 101

Participants: Arlene Thomas, Najai Smith, Kevin, Jahara

Key Points and insights from our conversation:

1. Students need programs that they find interesting
2. Programs need support form other programs
3. Music programs need gang violence prevention

Categories that apply to our conversation:

- Good conversation- no further action [ ]
- We have an idea/ suggestion to move forward [\* ]
- We have a concrete project/ initiative that we would like to carry out [ ]

The idea Suggestion to move forward:

Creating more dialogue between the various non-profit organizations and synergize their efforts first.

The concrete project/ initiative we would like to carry out is:

Music Biz 101 would like to create a facility and institution that house music, academics, and anti violence and high education.

Next Steps:

Continue dialogue with other organizations until music biz 101 has a home in Tacoma

Contact person for this project/ initiative:

Brian Jones Myspace/ BizMusic101 347-860-5343

**Open Space Follow up**

Session Title: Multiple activities, multiple locations, FOOD

Participants: Deb Blakeslee, Sherrana, Katie, David, Buddha, Malcolm, Chris, Alex, Wayne, John Pope, Jamal. And Texas Ranger

Key Points and insights from our conversation:

1. We need a place to talk and get to know each other close so I don't have to rely on busses that don't operate on weekends and late evenings
2. If it's going to help me ill be there and I don't want to be selling... on the streets. Do something we're good at (music instead of stealing cars)
3. YS usually for adults- we need things for us (middle-high-young adults)

Categories that apply to our conversation

- Good conversation- no further action [ ]
- We have an idea/ suggestion to move forward [ \* ]
- We have a concrete project/ initiative that we would like to carry out [ ]

The idea Suggestion to move forward:

Approach groups (ex: Bates) to teach art as portion of economics  
Movement/ petition

Link

Website listings multiple activities by organizations that usually focus on their mission

Dance music studio art and place to be display, showcase focuses on their mission to see what we're doing, talking to ancestors ( in nursing homes)

[The concrete project/ initiative we would like to carry out is:](#)

Collaboration (community bank contribute 3% of their funds to com. Bank youth as leaders w/ business in mind)

[Next Steps:](#)

Find which organizations are not turf protective (worry about covering butts- insurance, liability, police patrols etc.) but truly engaging youth.

[Contact person for this project/ initiative:](#) N/A

### **Open Space Follow up**

[Session Title:](#) Just Young Adults

[Participants:](#) Josh, Calvin, Danielle, James, Brittnee, Esten

[Key Points and insights from our conversation:](#)

1. Warning the younger generation of violence
2. Let the younger generation know that it is okay to speak up
3. Making T-shirts with statistics of violence with youth/ like TRUTH commercials we need a slogan

[Categories that apply to our conversation:](#)

- [Good conversation- no further action \[ \]](#)
- [We have an idea/ suggestion to move forward \[ \\*\]](#)
- [We have a concrete project/ initiative that we would like to carry out \[ \]](#)

[The idea Suggestion to move forward:](#)

"Let's Change that" by Joshua means Fun ways to build relationships with youth

[The concrete project/ initiative we would like to carry out is:](#)

- Find Brick City funding
- Building with dance floor, education, gym, studio, and art room

[Next Steps:](#)

Find Funding

[Contact person for this project/ initiative:](#) Diana Young of Brick City

## **CLOSING**

Rose Lincoln Hamilton closed the evening. She asked whether having a facebook page would help people stay connected. Seeing the positive response, she said that the Foundation would set one up.

She also announced that the Foundation would be hosting a gathering of those programs focused on supporting youth and youth creativity and said that Chris and other youth would be invited to come.

She thanked everyone who came to the dialogues. This is important for Tacoma moving forward. She thanked all of the project partners: The City of Tacoma, Safe Streets, Northwest Leadership Foundation, World Vision, Forest and Sequoia Foundation, the County Health Department, American Leadership Foundation, and the Tacoma Community House.

She asked all the youth interns to stand and be appreciated for all that they brought to planning and offering the dialogues.

She gave thanks to all the Foundation staff who supported all the great work in organizing these – Kristen, Sherrana, Hailey, Mickey, Tan

## **Evaluation Process**

Based on the measurable results described below, two evaluation forms were created – one for the first two dialogues and one for the last two dialogues.

The open-ended questions for the first two dialogues were focused on improvements in the process itself and were used in that way. The open-ended questions for the last two dialogues were more oriented towards changes coming out of being in the dialogues. The last dialogue went much longer than expected due to youth performances going much longer than planned, so the evaluations were not done for that event.

## **Results:**

**TO CULTIVATE A DEEPER UNDERSTANDING OF THE ISSUES OF YOUTH VIOLENCE, THROUGH THE USE OF RESEARCH, DATA AND LOCAL EXPERIENCE; TO IDENTIFY CONCRETE, PRACTICAL ACTIONS THAT FUNDERS, SERVICE PROVIDERS, COMMUNITY MEMBERS AND POLICY MAKERS CAN TAKE TO REDUCE OR PREVENT YOUTH VIOLENCE.**

In order for the community dialogues to have a successful outcome, the following measurable results will occur:

### ***Did we have the audience we wanted?***

- A minimum of 100 persons attend each of the first two dialogues
- A minimum of 35 persons return from the first two dialogues to participate in the second half
- At least half of the participants are youth.
- Participants include students, parents, decision makers, funders, service providers, government agencies, community leaders

## **Summary:**

***The first dialogue was attended by 96 people, 29 of whom were youth. 54 completed evaluation forms. The second dialogue was attended by 80 people, 39 of whom were youth. 34 completed evaluation forms.***

***The third dialogue was attended by 60 people. 19 completed evaluations. The last dialogue was attended by 63 people, and over half were youth. Approximately 50 of those returning for the last two dialogues had attended one of the first two.***

***While all of the categories mentioned above were in attendance, in general, people felt that decision makers, funders and government agencies were underrepresented.***

### ***Have you been heard? (attitude)***

- Youth participants report that their voice has been heard **1 – 82% ; 2 – 92%**
- Adult participants report that their voice has been heard **1- 97%; 2 – 91%**

***Participants overall felt that their voice had been heard.***

For those participating through all four dialogues:

- Youth participants feel increased support from adults to work with them to address youth violence. **3 – 100%**
- Adult participants feel they are better able to work with youth to fight youth violence. **3 – 100%**

***At the end of the third dialogue, both youth and adult reported being more inspired to actively include people of different ages/generations in finding solutions to youth violence. Both youth and adults were more comfortable working with someone of a different generation.***

***Do you see youth violence as an issue?*** (knowledge)

- Participants better understand the issue of youth violence ( \_\_%)
- Participants have an increased understanding of the realities youth face in our community. ( \_\_%)  
**1 – 81% 2- 79%**

***At the end of both of the first two dialogues, people felt that they better understood the realities facing youth.***

For those participating through all four dialogues:

- Participants have an increased understanding from the perspective of youth about what works to support youth in moving towards a better future ( \_\_%)
- Participants have an increased understanding from the perspective of youth about what gets in the way of youth making healthy choices regarding violence ( \_\_%)  
**3 – 89%**

***At the end of the third dialogue, 89% felt that their understanding has increased about what youth face day to day and need to create alternatives to violence.***

***Do you feel empowered to take action?*** (behavior or status/condition)

- Participants are able to identify at least one action, opportunity, or commitment, to fight youth violence that they will pursue . **1 – 61% 2- 91%**

***As the dialogues progressed, people were clearer about what actions that they wanted to take. In the third dialogue, 89% were moved to do something to address violence.***

For those who have been through all four dialogues:

- Adult participants have an increased belief in the capacity of youth to be part of the solution to address the issue of youth violence
- Youth participants feel they have expanded their capacity to step into leadership roles to advance what they support
- Participants come together to identify new allies for shared action to advance the community towards one in which youth thrive, are respected, feel safe, have opportunity, are respected leaders, are recognized as sources of solutions
- Adult participants have an increased interest in involving youth in new ways to be part of developing solutions for youth centric issues.
- Youth participants have an increased interest in working with adults to find solutions for issues that affect them

***Given the limited number of evaluation questions, it would be difficult to put numbers to these indicators. Based on the stories we heard and the comments made during the debrief, it would appear that all of the indicators in these sections were advanced.***

**It is our hope that through these dialogues the following shifts, which are not easily measured, will also take place:**

- Both youth and adults expand their understandings, openness and willingness to engage.
- Organizations (at least 3?) identify new or expanded ways to partner



- A core group of individuals and organizations commit to working together after the dialogues to bring the lessons and experiences to the wider community
- Awareness, resources, and assets increase in the community to deter youth from violence.

*The written comments in the evaluation and the comments made during the debrief, reflect that both youth and adults expanded their understanding, openness and willingness to engage with each other. Surprise at the depth of sharing was common.*

*As a result of what came up during the first two dialogues, the Foundation is hosting a meeting to encourage collaboration across a number of organizations which serve youth, particularly by supporting finding voice through the arts. This could be the beginning of new partnerships.*

**Design for Community Dialogue 1: Theme: Find our voice: we have a choice**

Goals for evening:

- Youth and adult partnerships are modelled throughout the facilitation of the gathering
- Youth and adults share their personal stories about violence within the community, so as to gain a greater understanding of each other
- We begin to identify choice points that help us create a healthier community
- Individuals make personal commitments

Time Purpose	Activity	Materials
5:30 – 6:00 Mingling	Participants come, mingle, view the history wall and educational materials wall, eat pizza.  <i>We pair youth and adults as they arrive and/or have some matched beforehand. We ask that youth and adults sit at tables together.</i>	History Wall Educational Charts Pizza and drinks
6:00 – 6:15 Get people to tables	The more quickly we can do this, the more time we will have later.	
6:15 – 6:30  Welcome Set Intentions  Karma and Brittnee	At tables of 6-8 people – mix of youth and adults  Welcome by Rose and Tanajah (Intro to the work/process; story of shooting; personal story; Intro of Facilitators) (10 min.)  Facilitators: Intro to Space/Tables/Agenda  Opening Poem by Tanajah – read by Brittnee	Table toys??  4 microphones – roving if possible
6:30 – 6:50 Introductions Set up Agreements  Karma and Brittnee	Intro activity with large group – interest clumps – people back to back to share stories of what interests them – e.g. – favorite food; way to express self.  Questions will lead to experience about being a stranger and what made you feel welcomed. Back to tables.  Debrief – get qualities – describe Gracious Space – get agreements on these being our qualities for the evening.	flipchart
6:50 – 6:55 Introductions K and B	At each table, participants introduce themselves and why they have come to the dialogues.	
6:55 – 7:10 Introduce History Wall As Story of	Explain that the History Wall brings in story of violence in the community; importance of setting the context to understand how our individual stories fit. Note national context	

<p>Tacoma</p> <p>Pat and Youth Facilitator</p>	<p>Ask 2-3 of those who created it:</p> <ul style="list-style-type: none"> <li>Name two or three key events and community response</li> <li>What did you learn by doing this with (an adult if you are a youth; a youth if you are an adult)</li> </ul>	
<p>7:10 – 7:50</p> <p>Share stories of how violence has affected us</p> <p>Pat and Youth Facilitator</p>	<p>Ask for each table to pick a note keeper – save ideas and important points – not personal details.</p> <p>At tables each person creates his/her own timeline/storyline (10 Min)</p> <p>Draw your line beginning with when you were born.</p> <p>Note specific incidents that connected you to violence – either because you were involved or because someone you knew well was involved. Draw your responses to:</p> <ul style="list-style-type: none"> <li>How did you respond?</li> <li>What did you learn?</li> <li>What helped you make good choices?</li> </ul> <p>Share at tables in a circle – while someone is speaking – do not interrupt – listen with your heart – no judgment – speak from your heart – what mattered (30 min)</p> <p>When circle is complete, can have conversation about what you heard</p> <p>(Recorder notes ideas/answers to the questions)</p>	<p>paper for drawing</p> <p>colored pens/crayons</p> <p>Questions in front of room – power point</p>
<p>7:50 – 8:10</p> <p>Break</p>	<p>Ask people to put their storylines on the History Wall –invite them to explore the wall</p>	
<p>8:10 – 8:20</p> <p>Pat and Youth Facilitator</p>	<p>Learning from each other</p> <ul style="list-style-type: none"> <li>What did you learn about what helps youth make good choices when faced with violence?</li> </ul> <p>Ask youth and adult pairs to interview each other</p> <p>Each pair interviews another pair</p> <p>Leave sheets on table</p>	<p>Interview sheets</p>
<p>8:20 – 8:45</p>	<p>Big group de-brief</p> <p>Head, heart, feet debrief (20 minutes)</p> <p>Heart: How did you feel tonight when listening to other people’s stories?</p> <p>Head: What did you learn tonight?</p> <p>Feet: What are some ideas for what you can do to address youth violence?</p> <p>5 minutes to fill in postcard and evaluation – leave on table</p> <ul style="list-style-type: none"> <li>Commitment card: What is one commitment you can</li> </ul>	<p>Microphones in the room</p> <p>Postcards</p> <p>Evaluations</p>

	<p>make this week to help create support greater respect, support or safety for yourself or youth? Put it on a postcard and we will mail it back to you in a couple of weeks to remind you.</p> <ul style="list-style-type: none"> <li>Evaluations handouts</li> </ul> <p>Invitation to rest of series – any announcements (e.g. bring resource materials for a table next time)</p>	
8:45 – 9:00 Experience alternatives to violence	Alternative to Violence Performance	

## Design for Community Dialogue 2: Theme: Connecting the Community

Goals for evening:

- Connect community members to overall purpose of the dialogues
- Model youth and adult partnership – facilitation, and exchanges in a way that is mutually engaging
- Identify building/blocks – stepping stones that support youth
- Participants leave with specific commitments

Time Purpose	Activity	Materials
5:30 – 6:00 Mingle and bring into the room	This is a chance for people to mingle, review the history wall, resource tables Eat pizza	History wall – including individual stories  Resource tables
6:10 - 6:20 Welcome  Set Intentions	At tables of 6-8 people – mix of youth and adults  Welcome by Greater Tacoma Community Foundation <ul style="list-style-type: none"> <li>Bear witness to what happened week before</li> <li>Where we are headed – why this matters: we are learning from you, what do we need to do that will make a difference</li> <li>Who are our companions (co-sponsors)</li> </ul> <p>Introduce facilitators</p> <p>Facilitators: Intro to Space/Tables/Agenda Purpose – build on previous week – about choices Tonight - learn together what are the building blocks/stepping stones that take us into the future</p> <p>Dominique share spoken word piece from Week 1.</p>	Table toys  Microphones in front of room
6:20 – 6:30	Youth and adult facilitate what we have in common:  One of the lessons from last week – sometimes we make assumptions about someone else’s life. When we learn more	

	<p>– we find out what we share in common.</p> <p>When you hear a statement that applies to you – please stand.</p>	
6:30 – 6:40	<p>Intro to Gracious Space – four elements</p> <p>Review agreements from first dialogue –</p> <p>First activity already introduced us to learning in public. Now, practice some more. Who is here for the first time?</p> <p>Get in groups of three mixing new people and those here last week – mixing youth and adults – share stories about what happened last week that has stayed with you.</p> <p>Quick debrief – insights?</p> <p>Any words to add to our chart - agree</p>	<p>Poster with words from last week</p> <p>Add new words</p>
6:40 – 6:45	<p>The history wall represents the stories of the past and present. We will be creating a third panel that speaks to our future – our hopes and our dreams</p> <p>Introduce Kenji and Chris – how they do there are – what they are listening for</p>	
6:45 – 7:00	<p>Our purpose tonight is to look to the future – if we are against violence – what are we for? What is different in the future we want to create together?</p> <p>Use a circle process to share these at the table</p> <p>Group debrief – popcorn – words or phrases – capture where we are headed</p>	<p>Paper and markers</p>
7:00 – 7:45	<p>For the next 45 minutes, we want to identify the building blocks/stepping stones that move us towards this future. What do we need more of? What gets in the way that we need to address?</p> <p>The data to know this is in our stories.</p> <p>Take a few minutes – remember the significant moments when you moved towards your future in a good way.</p> <p>What made the difference; what helped you? What are the building blocks/stepping stones that get you there</p> <p>What gets in the way – what do you have to face day to day that makes it hard to get to this future/</p> <p>We ask adults to listen and to capture key thoughts on what they are hearing as they listen to the youth talk. Thought about what helps them feel safe (programs, people, qualities in adults etc.) go on one side of the page. The things that get in the way go on the other side of the page. (20 min)</p>	<p>Pens at every table</p> <p>Note taking paper – marked in middle – want more or/want less of</p> <p>Green paper Pink paper</p> <p>Blue sticky walls</p>

	<p>Adults share what they heard, what they learned and how it was similar or different to what they thought (10 min.)</p> <p>(15 min.) Youth and adults discuss the ideas and pick their favorite idea (or two) for building blocks/stepping stones and put it on a green page;</p> <p>Pick what gets in the way - what we want less of and put it on a pink page.</p> <p>These pages are left on the table</p>	
7:45 – 7:55 Break and organize thoughts	Task – find someone from a different group and find out their favorite building blocks/stepping stones.	
7:55 – 8:05 energizer	Performance or energizer	
8:05 – 8:25 – (20 minutes) Debrief and commitments	<p>Large group debrief –</p> <p>This is now our time to share what we learned tonight about what helps us move towards the future we want and what gets in the way.</p> <p>Potential debrief questions: What did you learn about what we need more of to make Tacoma a great place for youth?</p> <p>What can we do together to move towards the story we want for our community?</p>	<p>Microphones</p> <p>Postcards</p> <p>evaluations</p>
8:25-8:30	<p>Fill in the postcard: What will you do to make a difference?</p> <p>Please write your commitment down on a postcard and leave it on the table.</p>	
8:30 – 8:40 (Demonstrate an asset – Alternative to violence	<p>Ask people to complete an evaluation</p> <p>Remind them of the next dialogue</p> <p>LOUIS, CYNCERE, AND LOSZ- RAPPING THE 3 STAGES OF LIFE- (2 TO 3 MINS.)</p>	Evaluations

### Design for Community Dialogue 3

Theme: Creatively engage the community in determining what they can do to make a difference. Have people identify their key areas of interest/passion relative to the issue of youth violence.

Goals for evening:

- Model youth and adult partnership and listening in a way that is engaging and creating the kind of partnerships we need going forward.
- Identify way we can build on the assets (what we want more of) and address some of the key barriers (what we want less of).

- Establish a “leaderful community” using Berkana’s definition of a leader is “a leader is anyone who wants to help”
- Individuals identify their own passion and interest areas for addressing youth violence and huddle with others with similar issues/concerns.
- Name Personal commitment for the week ahead. Invitation into a learning journey. How can you just get started.

Time Purpose	Activity	Materials
<p>6-6:15 Welcome</p> <p>Challenge</p> <p>Set Intentions</p>	<p>At tables of 4</p> <p>Challenge of the Evening (Pat): Interviews core team Oprah style – we’re serious, going for the grand, we have everyone here to make a difference. I’m ready and in it for the long haul – Are you Ready? Foundation/Core team talks about the reality there is a phase 3 and committed to it and trying to let it come from these gatherings.</p> <p>Our hearts are open by being connected to teach others stories and what makes a difference. Tonight is when we start talking in more specific ways about what we can do about it.</p> <p>Talk about where we’ve been (point to individual sheets on the wall): Week ONE: Telling our stories—stories of the real world – not what we hear in the media but what’s alive in our lives. Noticing what helps us make good choices. Week TWO: What are you FOR. We know we’re against violence but what do we want to stand FOR. What helps and what gets in our way of that future.</p> <p>Tonight we take all we’ve learned and start talking about what else we can do to address the issue of youth violence and Make Tacoma a place youth can thrive.</p> <p>Everybody coming ready to make a difference.... (Dominique)</p> <p>CORE QUESTION (on flip chart) <i>It seems like all of us or most of us are involved in what would make a better place. How do we organize now to make this happen. This is about what we are already doing and how we organize to make it happen beyond what we are already doing!</i></p> <p><i>“What could our efforts against violence and for youth also be.”</i></p> <p>Briefly go over the agenda – name goals for evening <b>THREE PARTS:</b></p> <p>1) <i>How to work together to create change we want</i></p>	<p>Paper on the tables and markers OUT.</p> <p>Microphones in front of room</p>

	<p>2) <i>What we can also do</i></p> <p>3) <i>YES! Noticing what we and others are inspired to next.</i></p> <p>Stories and Lessons from first 2 weeks up and visually present.</p>	
<p>6:15 – 6:45 (30 min) Principles for Working together to make a difference.</p>	<p>Opening Activity: Tentpoles -- teams of 20 work together to lower a tent pole to the ground. It's challenging because as they work together the tent pole actually goes up (get opposite effect). It takes a level of tuning into each other and learning together.</p> <p>Debrief: Groups of 5 people:</p> <p>From this exercise – what insights do you have for “how” we need to work and be together to reduce youth violence?</p> <p>Harvest: One piece of ADVICE for us for HOW we want to be together and work together as we partner against youth violence and for strong neighborhoods and community.</p> <p>Harvest team maps on the wall.</p> <p>Teresa points: importance of experimentation. Don't know where change will start. Try to notice what's going on in other parts of the system.</p> <p>Notice what you care about, Get started, learn as you go and stick together.</p> <div style="border: 1px solid black; padding: 5px; margin: 10px 0;"> <p><b>Meg's Four-Step Model for Change:</b></p> <ul style="list-style-type: none"> <li>• Notice what you care about.</li> <li>• Get started.</li> <li>• Learn as you go.</li> <li>• Stay together.</li> </ul> </div> <p>Find our way to the Café space</p>	<p>Tentpoles</p>
<p>6:50-8:30  Creatively Engage Community to Name how to</p>	<p>World Café - small tables of 4-5 people with paper, colored pens, etc on the tables for writing and mapping.</p> <p>Core question (builds on question from Chris): What could our efforts against violence and for youth <u>also be</u>.</p> <p>Room has three “sections” one PERSONAL – what can I do for myself, in my circles of friends, families, neighbors. Second ORGANIZATIONAL EFFORTS– what else can our work in and between the organizations and groups we're apart of ALSO be. Third BROADER COMMUNITY EFFORTS– what could we also do to create the platform or web for kids to succeed.</p> <p style="text-align: center;">6:50-7:00 Setup: 10 minutes 7:00-7:20 Round 1: (20 minutes) 7:20-7:45 Round 2: (25 minutes) Same as Round 1 and</p>	<p>Small tables</p> <p>Paper</p> <p>Markers</p> <p>Post its</p> <p>World Café Charts</p>



	<p>move to new tables with one person staying as host. 7:45-7:55 HARVEST: (10 min) Listen to the great ideas from each section. 7:55-8:15 Round 3: (20 minutes) Go to area where you have most passion and willingness to help. Where is the energy of YES... What are some powerful next steps you could imagine? How could we get started living into creating the community we want?</p> <p>8:15-8:25 Harvest (5min): Listen into the room – what is here that wants to move forward?</p> <p>8:20-8:30 Personal Harvest: Notice what you care about – what is the issue that grabs your attention and won't let you go. Write it on a piece of paper.</p>	
8:25-8:30 Personal Proclamations 8:30-8:45 Close	<p>Each person has a sheet where they put on it the issue that they care about – what is it that won't let them go. We walk around the room with these and see what's here and find others who also care. Invite peoples reflection over the next week about these issues. Encourage them also to invite others who would want to help and cares about these issues.</p> <p>Close with alternative to violence performance</p>	Paper Pens

## Design for Community Dialogue 4

Theme: Organize and get to work in service of the actions we care about. (Theme: Living the Future now)

Goals for evening:

- People organize around the issues and questions they care passionately about.

Time Purpose	Activity	Materials
6-6:10 Welcome Set Intentions	<p>Large Circle in the Room set up for Open Space.... Could be 2 concentric circles if needed to fit 60 chairs. In the center of the circles have some "centerpiece." Could be cloth, pictures of youth, pumpkins. Also have another color of 8.5 X11 paper and markers that we will spread out into stacks for open space. Also place around center piece some of the yellow and green pieces that have particular interest... remainder are on the wall.</p> <p>Smaller circles of 7 chairs set up with letters A-G set up in cozy spaces around. Maybe 4 right in the room. Other chairs close by.</p> <p>Tanajah opens</p> <p>Pat (walks the circle) talks about the hopes for the evening and the longing and the commitment in the community. Challenge</p>	Table toys? Microphones in front of room

	<p>us once again to step in or lean in. Talk about what we started last week and what you were excited to hear us say. Also remind us of daily reality of youth violence and to really honor what we say tonight (youth who experienced violence have been let down by adult world before). Here we are working to get to know and trust each other and work together differently. Also at the end of the night our two feet will carry the next steps out of the room and we will name these from our dialogs this evening.</p> <p>Briefly go over the agenda – name goals for evening (Teresa)</p> <p>Remind the group of the Gracious Space agreements and principles from the tent poles. (Teresa)</p> <p>Harvests and Records from previous sessions present beautifully in the room.</p>	
6:10-20  Warm-up and Introductions	<p>Icebreaker – 3x5 cards on head. (Tanajah)</p> <p>Put the question you’re bringing into the room tonight and write with your non-dominant hand your name on your forehead: 3x5 cards. Learning in public... letting another side of you show, trying on something new.</p>	
6:20-8:30  Self organize around key issues to move forward.	<p>Open Space Technologies:</p> <p>Youth and Pat read out some of the ideas from last week that they found exciting (2-4 youth)</p> <p>Turn to neighbor – 2 minutes- what have you learned being part of dialogs? What do you see going on that captures YOUR attention or has promise? Is there something you are personally wanting to do next or differently to address youth violence? What questions might you want to explore?</p> <p>Use Open Space Technology as a way for the community gathered to self organize around the things they care about. People will get a chance to “announce” the issue/question/topic/project they want to move forward or discuss tonight. We will build the “agenda” of sessions and post them on the wall. People will “join” the sessions based on their own passion and willingness to take responsibilities. This helps people to find others who share their hopes for our community and are willing to take next steps. One focus of the open space is to help us move our work and learning fully out into the community.</p> <p>We’ll collect the records from each session and have them scanned back in and sent out. Record Includes: Who’s there, key insights, next steps, invitations, .</p> <p>6:30-6:50 Set up space/topics</p>	<p>Paper Pens Matrix up OS materials prepared.</p>

	<p>6:50-7:35 Round 1  7:35-8:20 Round 2  8:20-8:35 Harvest: Announce in the Circle: Invitations and Next Steps (focus on reporting out the action moving forward from this meeting)</p>	
8:35-8:45	<p>Thank you's: Rose leads thank you and closing comments.  Talks about what she hopes happens next.</p> <p>Announce Brick City meeting?  Evaluations  Krumping --</p> <p>GIFTS: For a song -- acknowledge the gifts of each other and hope to bring those gifts forward in community..</p>	

# **YOUTH AGAINST VIOLENCE**

*Listening Together... To Be Heard... To Create Change.*

**If you are against youth violence...what are you for?**

***We are asking YOUTH...***

to come together with the adults in our community to have your voices heard. We are looking for youth to share experiences and ideas on alternatives to violence in our community.

***Are you for...*** joining with adults who want to work with you to create change?

***Are you for...*** sharing your thoughts and ideas on alternatives that work to stop youth violence in our community?

***We are asking ADULTS...***

to come together with the youth in our community. The voice of our youth should be heard when forming alternatives to violence in our community. This is your opportunity to work with youth and create change.

***Are you for...*** learning about youth violence from a youth perspective?

***Are you for...*** connecting with your community to develop real progress and real change?

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**Background:**

Three years ago, there was a shooting on Pacific Avenue in downtown Tacoma in front of Brick City, an all ages club run by World Vision. After the incident, a group of funders and service providers began convening to think more deeply about the issue of youth violence. As the group explored the issue, they realized there was a huge variation between official data about youth violence and youth's self-reported information about their own violent behaviors. From this realization, the group began to design a series of community dialogues, intentionally giving up their role as "experts" in order to take on the role of "learner" along with the rest of their community. In particular, it became apparent that youth needed to be engaged in designing and leading these conversations. Youth volunteers were brought into leadership positions in the group, and along with skilled facilitators, the Youth Against Violence initiative was launched.

**Purpose:**

To cultivate a deeper understanding of the issue of youth violence through local experience - to identify concrete and practical actions that funders, service providers, community members, policy makers and youth can take to reduce or prevent youth violence. Vision/Values: To help build a positive, caring community that fosters a sense of respect, possibility, responsibility, and hope among our young people.

***We commit to being a community in which you:***

- Thrive
- Are respected
- Feel safe
- Have opportunity

- Are respected leaders
- Are recognized as sources of solutions

**Community Dialogues:**

To set in motion a series of conversations, realizations, actions and positive changes that will create a climate of respect and care for everyone in our community, especially our young people.

**The Community Dialogues will:**

- take a reflective approach that appreciates that lasting change in a community comes from the people who live in the community and will not be cross-driven.
- bring together community leaders, parents, funders, and youth to share their experiences.
- identify and understand which violence alternatives work for youth, from the youth perspective.
- connect neighbors to create and identify alternatives to violence moving our community towards real change.
- have 51% of participants be youth, and all will walk away from the Community Dialogues feeling like their voices were heard.

# YOUTH AGAINST VIOLENCE

*Listening Together... To Be Heard... To Create Change.*

**THE GREATER TACOMA  
COMMUNITY FOUNDATION**  
950 Pacific Avenue, Suite 1220, Tacoma, WA 98402  
253.383.3622 / [www.gtcf.org](http://www.gtcf.org)

<i>If you are against violence... what are you for?</i>	
<p><b><i>We are asking YOUTHS...</i></b></p> <p>To come together with the adults in our community to have your voices heard. We are looking for youth to share experiences and ideas on alternatives to violence in our community.</p>	<p><b><i>Are you for</i></b> joining with adults who want to work with you to create change?</p> <p><b><i>Are you for</i></b> sharing your thoughts and ideas on alternatives that work to stop youth violence in our community?</p>
<p><b><i>We are asking ADULTS...</i></b></p> <p>To come together with the youth in our community. The voice of our youth should be heard when forming alternatives to violence in our community. This is your opportunity to work with youth and create change.</p>	<p><b><i>Are you for</i></b> learning about youth violence from a youth perspective?</p> <p><b><i>Are you for</i></b> connecting with your community to develop real progress and real change?</p>

The dialogues are being facilitated by the Center for Ethical Leadership and Berkana Institute. This initiative was created by The Greater Tacoma Community Foundation with the help of the City of Tacoma, Safe Streets, Northwest Leadership Foundation, World Vision, The Ben B. Cheney Foundation, The Sequoia Foundation, the Tacoma Pierce County Health Department, American Leadership Forum and Tacoma Community House.

CLICK on above Image to view page 2 of the invitation.

### DESIGN AND FACILITATION TEAMS:

Teresa Posakony Berkana Institute  
Karma Ruder, Center for Ethical Leadership  
Pat Talton, Northwest Leadership Foundation  
Youth and Young Adult Facilitators: Brittnee, Buddha, Dominique, Danielle, Tanajah

### FACILITATION APPROACH:

The facilitation approach used is called the 'Art of Participatory Leadership – Art of Hosting and Harvesting meaningful conversations'. It enables to tap into the potential of the collective intelligence of a group in order to find new solutions to the common challenges. It is particularly helpful to engage groups into large-scale conversations around strategic areas. We also used Gracious Space to help establish the agreements for how we will listen and learn together.

### GRACIOUS SPACE:

*Definition:* Gracious space is a spirit and a setting where we invite the stranger and learn in public.

Gracious Space is a safe, supportive space where different backgrounds and ideas are valued. It is not a conflict free space; however, where perspectives are in tension Gracious Space offers a way to work through the challenging conversations. Gracious space requires openness to learning together what actions make most sense. Gracious Space is both a tool and a container. It is used in businesses, community groups, family situations, churches, and any other environment where people come together to work and talk.

[www.ethicalleadership.org/philosophies/gracious-space](http://www.ethicalleadership.org/philosophies/gracious-space)

### WORLD CAFÉ:

The World Café is a method for creating a living network of collaborative dialogue around questions that matter in real life situations. It is a provocative metaphor...as we create our lives, our organizations, and our communities, we are, in effect, moving among 'table conversations' at the World Café.

[www.theworldcafe.com](http://www.theworldcafe.com)

### OPEN SPACE:

The goal of an Open Space Technology meeting is to create time and space for people to engage deeply and creatively around issues of concern to them. The agenda is set by people with the power and desire to see it through. Typically, Open Space meetings result in transformative experiences for the individuals and groups involved. It is a simple and powerful way to catalyze effective working conversations and to truly invite organisations – to thrive in times of swirling change.

[www.openspaceworld.org](http://www.openspaceworld.org)

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*Not just any talk is conversation  
Not any talk raises consciousness  
good conversation has an edge  
It opens your eyes to something  
It quickens your ears*

*And good conversation reverberates  
It keeps on talking in your mind later in the day;  
The next day, you find yourself still conversing with what was said  
The reverberation afterward is the very raising of consciousness  
Your mind and heart have been moved  
You are at another level with your reflections.*

*James Hillman*