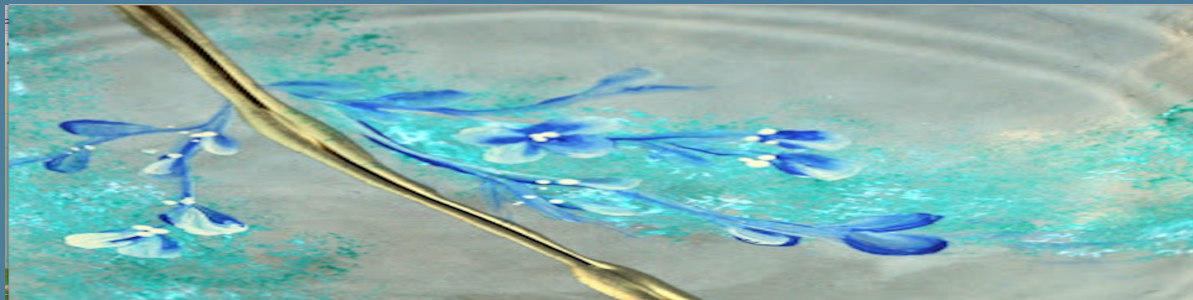


CITY OF TUSCALOOSA

The Mosaic Process: An Introduction

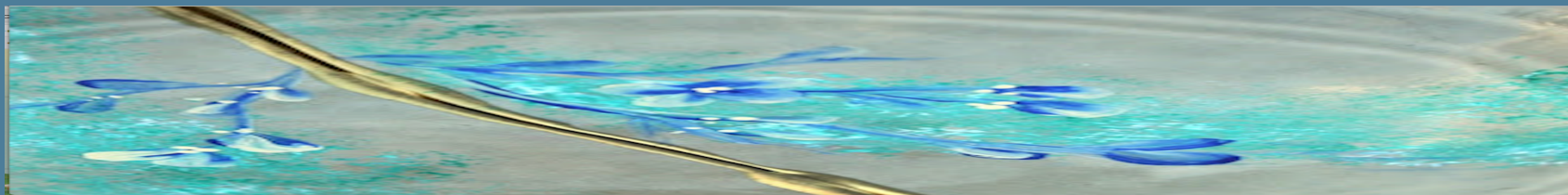


Welcome and Introductions



Why are we here?

- *To support and strengthen existing educational, faith-based, and city racial reconciliation efforts*
- *Engage community members to join Tuscaloosa's racial reconciliation circles*
- *Introduce and invite community members to participate in the racial reconciliation effort--The Mosaic Process*

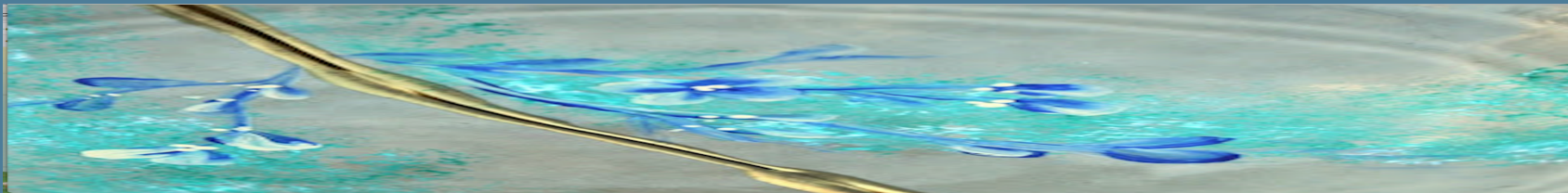


Welcome and Introductions



Why are we here?

*TO DO MORE THAN TALK
TO MAKE REAL AND SUSTAINABLE CHANGE*

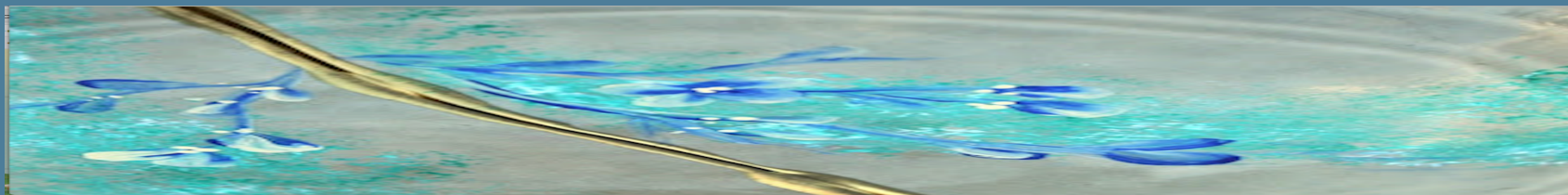


A Civil Rights Moment: Tremendous Opportunity



Why are we here?

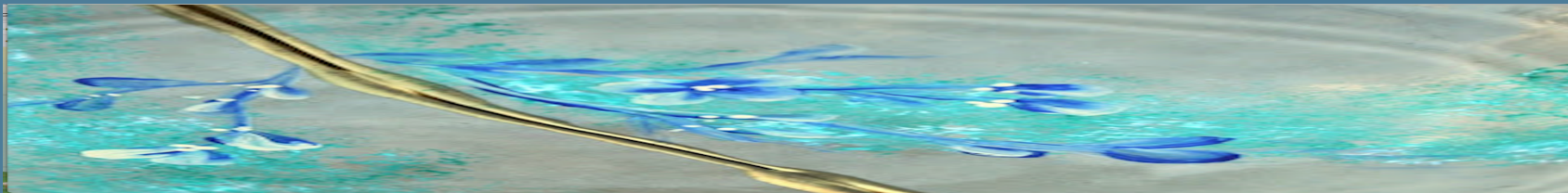
- *We are in a civil rights moment.*
- *America, Alabama, and Tuscaloosa are demanding justice and reconciliation*
- *Tuscaloosa is seeking real and innovative ways to combat racism and reconcile our racist pasts.*



A Civil Rights Moment: Tremendous Opportunity



*MANY EFFORTS HAVE SUCCEEDED
SOME HAVE STALLED
SOME HAVE FAILED
BUT WE CANNOT GIVE UP*



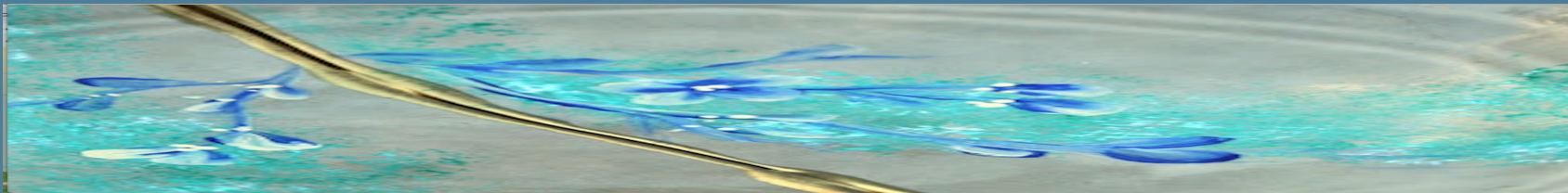
A Civil Rights Moment: Tremendous Opportunity



WE ARE THE CHANGE BECAUSE WE HAVE BEEN MAKING
CHANGE

- *Tuscaloosa's hard work and dedicated communities have created an enormous opportunity to continue to move racial reconciliation forward*
- *We know that folks informally and formally have already made tremendous change*

LETS BUILD ON THAT CHANGE!!!

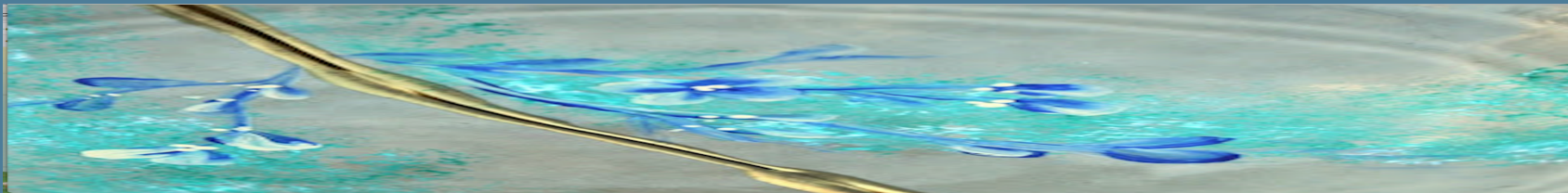


A Civil Rights Moment: Tremendous Opportunity



WE ARE THE CHANGE BECAUSE WE HAVE BEEN MAKING
CHANGE

- *The signs are here: dedication, bravery, resilient spirits, important existing conversations, bravery*
- *Right now, we feel an urgency to make change*
- *Time to maximize this moment*

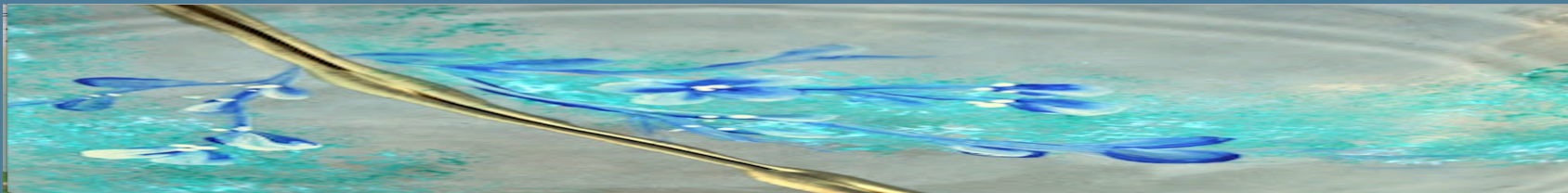


A Civil Rights Moment: Tremendous Opportunity



THINGS WE BELIEVE:

- WE KNOW PEOPLE CAN CHANGE
- WE HAVE FAITH
- TOGETHER, WE ARE STRONGER THAN EVER

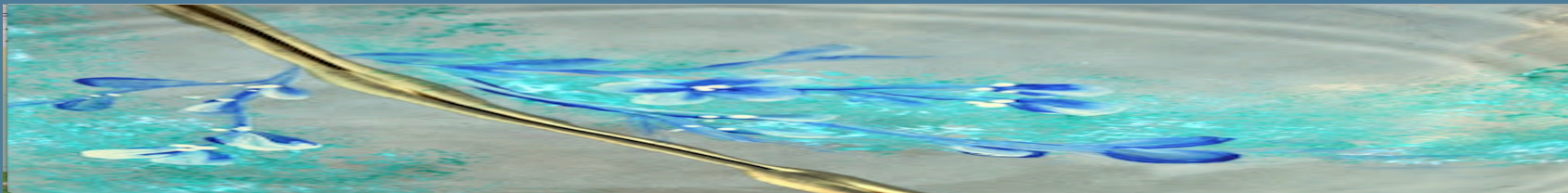


Sifting Through the Tiles: Working Through the Past:



■ What is the past?

- *A series of previous events and experiences*
- *These events and experiences happened to individuals and communities*
- *The past impacts people and the ways in which they do are transmitted through memories and stories*

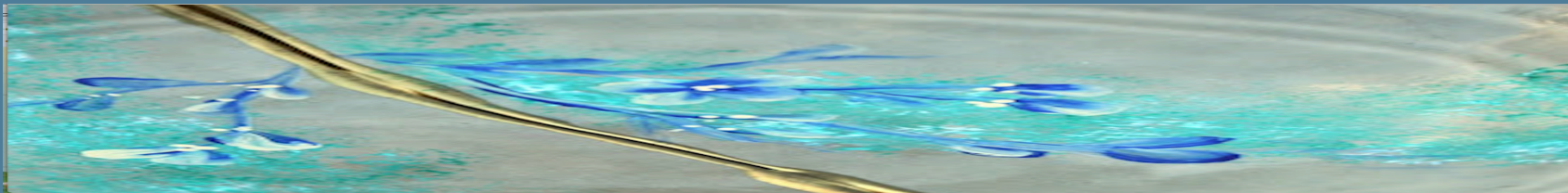


Sifting Through the Tiles: Working Through the Past:



■ What is the past?

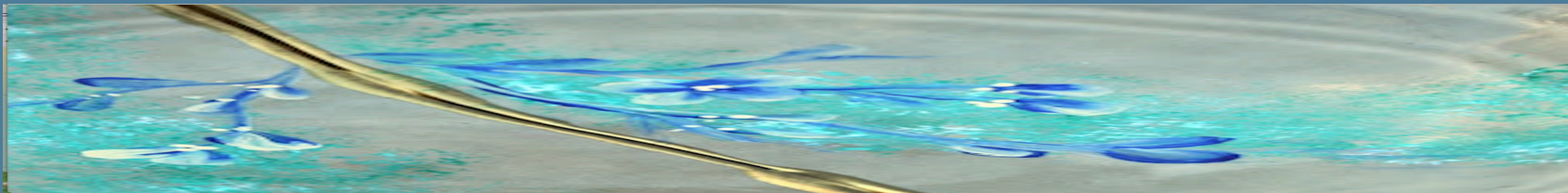
- *These stories and memories are translated into policies, carried through culture, customs, and mores, built into institutions and structures, and landscapes*
- *The past becomes our present and is not neutral nor objective because:*
 - *We differently experience and act upon the stories and memories*



Sifting Through the Tiles: Working Through the Past:



- How do we work through the past?
 - *LEARN OUR HISTORY*
 - *LEARN HOW THESE RACIST SYSTEMS STARTED AND BECAME NORMALIZED*
 - *LEARN WHERE PEOPLE RESISTED AND MADE CHANGE*
 - *TAKE CONTROL TO CHANGE THE FUTURE*

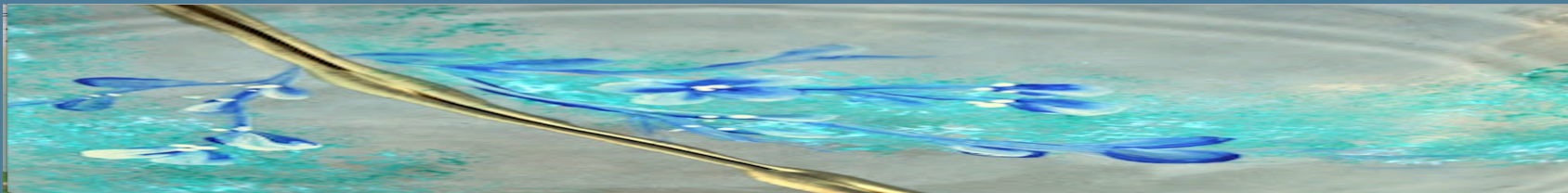


Sifting Through the Tiles: Working Through the Past:



How do we work through the past?

- *Acknowledge that there are different pasts:*
 - *some narratives have been viewed as more authentic than others and some have been rendered invisible or unimportant*
- *Understand the belief in a common past is false*
- *Need to openly and honestly dialogue about the past*
- *Need to rebuild the beloved community*

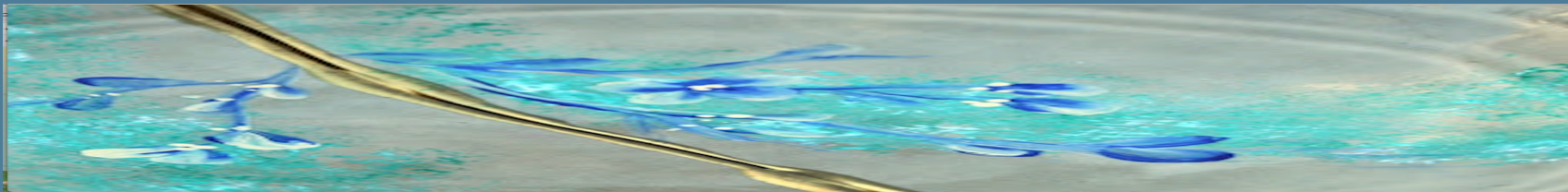


Community Building



In racial reconciliation efforts, why is community important?

- *Racial reconciliation and working through the past wholly relies on strong and trusting communities*
- *Problems created today are from folks feeling alienated and isolation with respect to racism and other forms of difference*



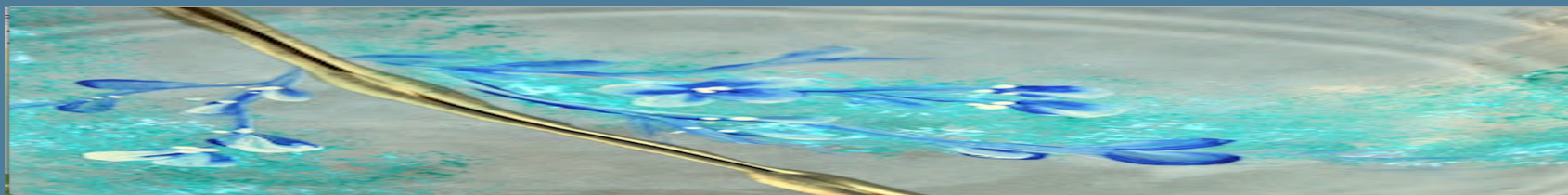
Community Building



In racial reconciliation efforts, why is community important ?

- *Most reconciliation processes fail to work because we jump right into the topic of race and quite quickly*
 - *different perspectives lead to breakdowns, feeling overwhelmed, and defeated and people abandon the project*

WE MUST BUILD A COMMUNITY STRONG ENOUGH TO
CREATE A BRIDGE OF TRUST STRONG ENOUGH TO BEAR
THE WEIGHT OF THE HISTORICAL AND CURRENT TRUTHS

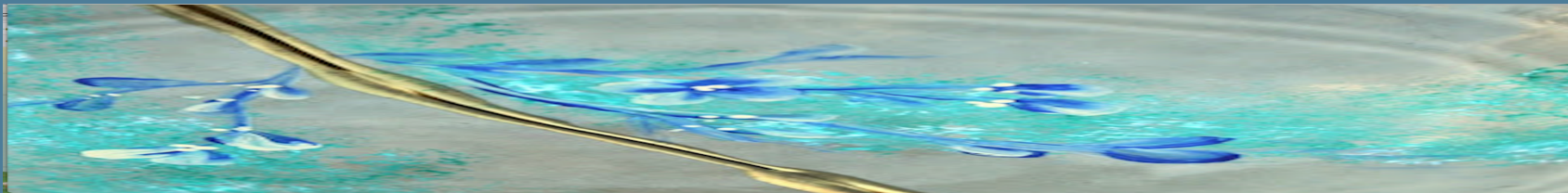


Community Building



Why is community building important?

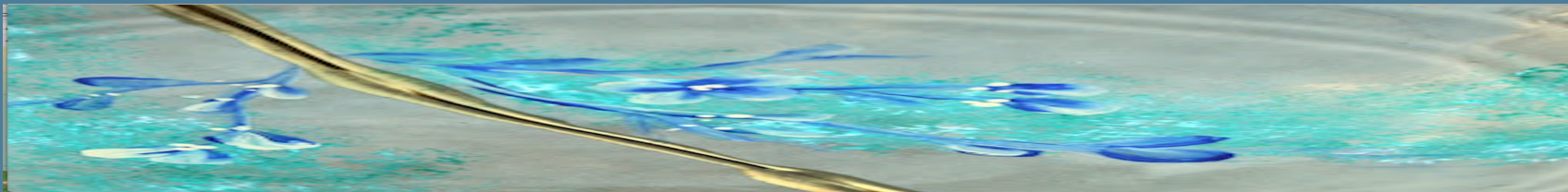
- *Need to acknowledge and discuss racial problems and racial incidents and their devastating consequences on individuals and communities*
- *Need to acknowledge and build upon historical and current successes, both formal and informal, related to racial reconciliation*
- *Community building is the ONLY way we can lead to real action and sustainable change and stop JUST TALKING*



How to Succeed at Racial Reconciliation: The Mosaic Process: Philosophy



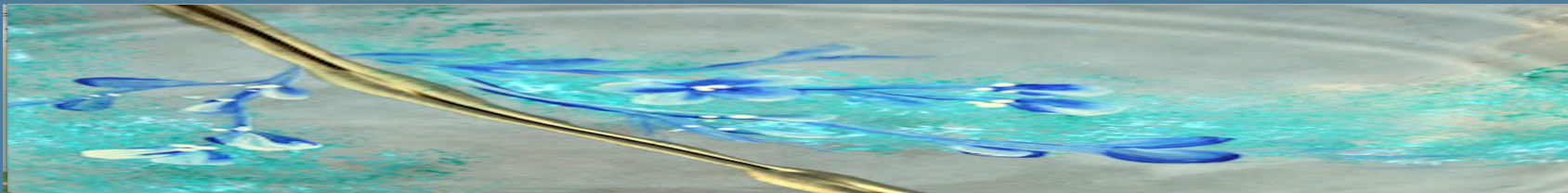
- Lets think of communities as mosaics
- No two pieces are alike and they are, in fact, valued for their differences
- Placed together, they create something meaningful and beautiful



The Mosaic Process: Philosophy



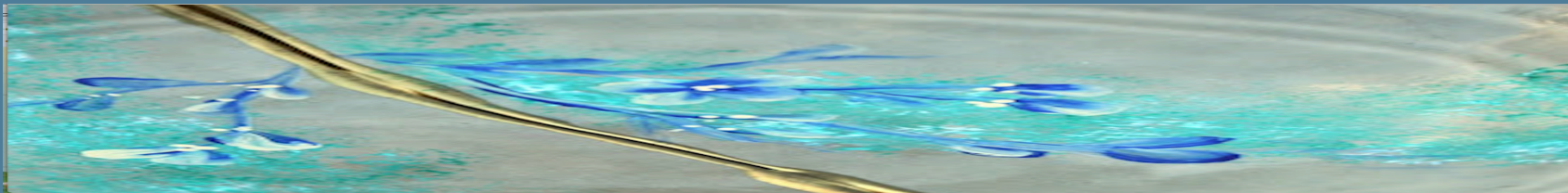
- In a mosaic and in communities, each piece or individual remains distinct but exists as part of a meaningful whole piece of art or community
- Without those differences, the mosaic would lose its rich form
- What also makes a mosaic meaningful is precisely the *presence of fracture*
- Fractures are acknowledgements of breaks in individuals and communities



The Mosaic Process: Philosophy



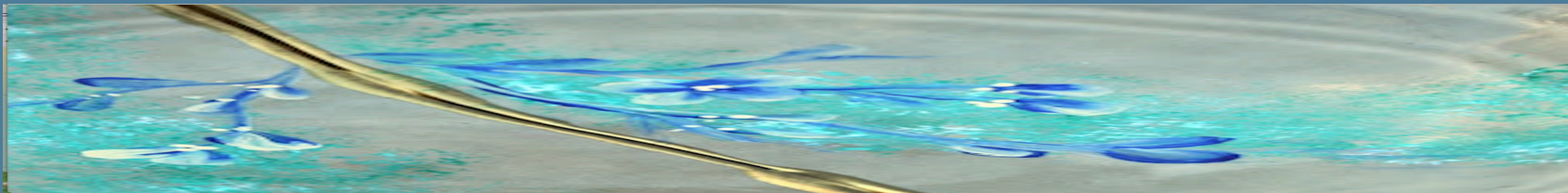
- In the mosaic and in community, we cannot afford to discard the tile or the person just because of the fracture
- Fractures represent past injuries, slights, violence, exhaustion, and marginalization
- In this racial reconciliation process, angry, hurt, and confused community members are not discarded but are invited to create a greater community
- As fractured entities, individuals and groups are unable to be fully engaged citizens, compassionate community members, and productive workers



The Mosaic Process: Philosophy



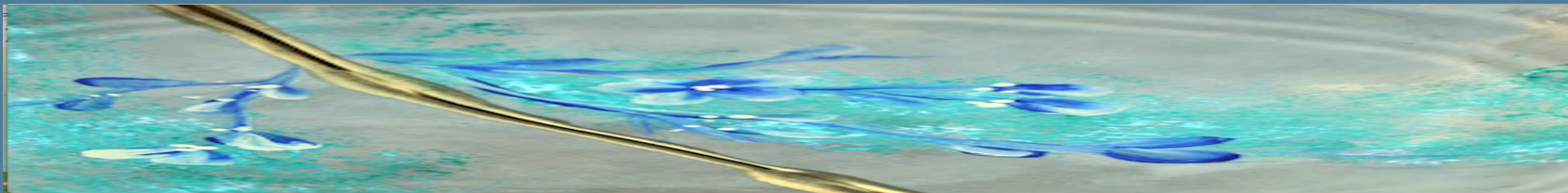
- Through the Mosaic Process, individual fractures are not hidden or ignored, they are acknowledged and used to reconcile the past and strengthen the whole community
- Thus, the Mosaic community is able to make change because each person is a valued part of sustained and active whole.



The Mosaic Process: Philosophy



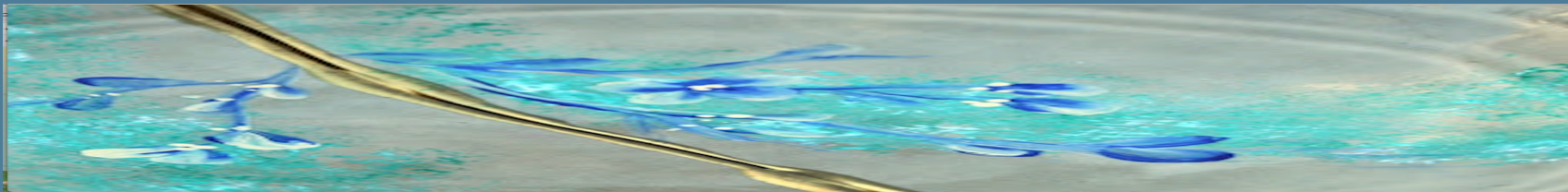
- The Mosaic Process works with people where they are, however deep the rifts may be
- We begin by assuming that everyone has the desire and ability to live and work in healthy communities
- BUT we do not always have the knowledge and tools needed to realize those aspirations



The Mosaic Process: What We Need to Be Successful at Racial Reconciliation



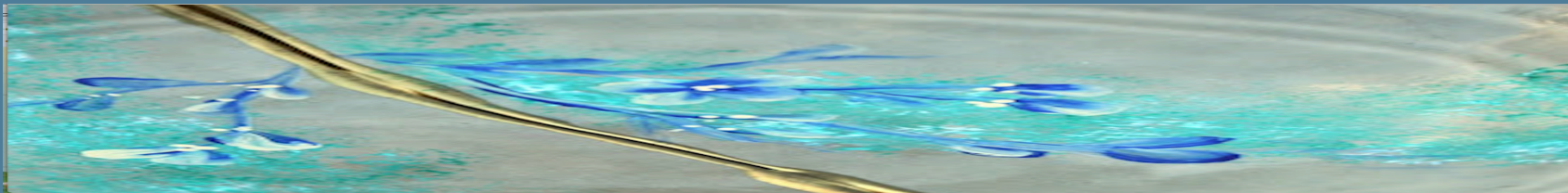
- Learning how to have honest and compassionate dialogues on race—REAL TALK
 - Know the history and impacts of racism
 - Make Real Change



The Mosaic Process: Philosophy



- Emphasizing empathy, the Mosaic Process:
 - Uses troubled histories to build trust and community
 - Provides knowledge about the historical legacies and contemporary impacts of inequity and injustice
 - Develop and execute plans to make sustainable change

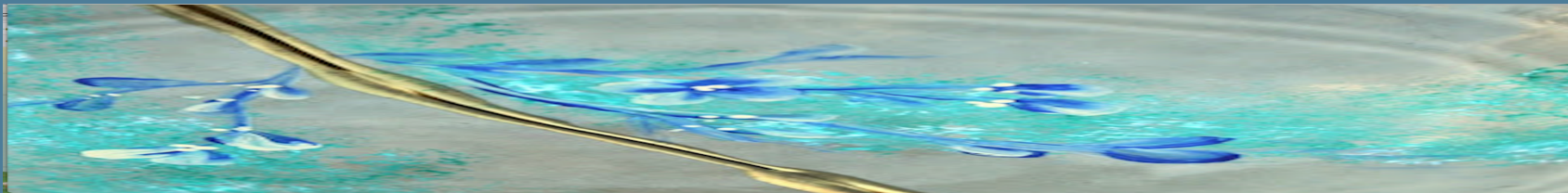


The Mosaic Process: Examples



Successful Processes:

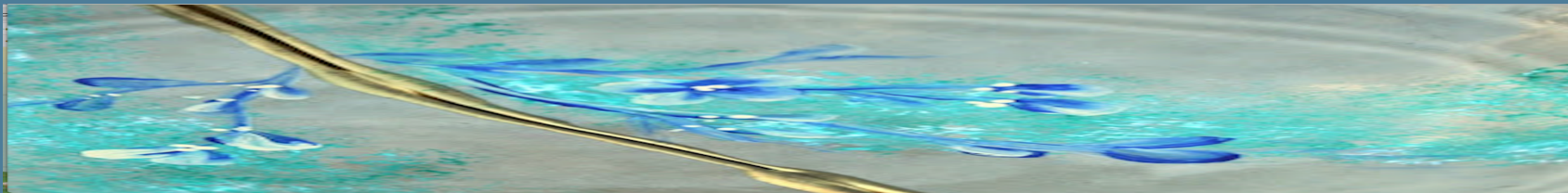
- *New Orleans/ Confederate*
- *Youth Circles Across the South*
- *Oxford, MS/University of Mississippi*
- *Well-known Social Media Company*
- *Juvenile Public Defenders*
- *Mississippi Police Chiefs Association*



The Mosaic Process: Goals



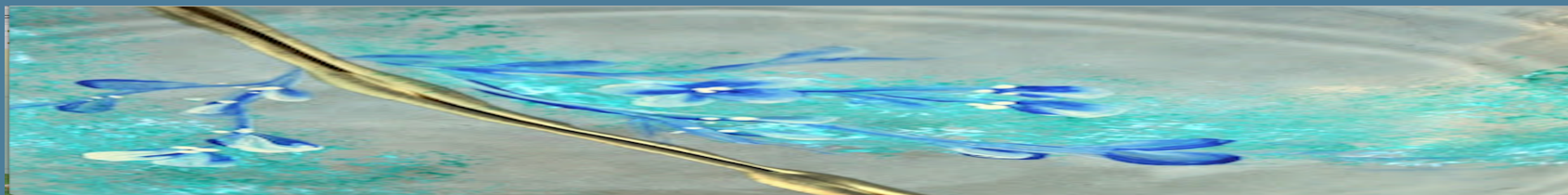
- At the end of the Mosaic Process, participants will be able to:
- Build trusting communities
- Learn how to productively dialogue on race
- Learn how inequity operates and impacts individuals/communities, societal systems, and institutions
- Identify and Assess racial problems in their communities
- Create sustainable change



The Mosaic Process Phase 1: Preparing the Surface: Building Trust



- Participants learn the skills for:
 - Develop empathy
 - Meaningful listening
 - Productive dialogue
 - Compassionate dialogue.
- Through a series of exercises that ground the Mosaic Process, participants learn to:
 - Get to know one another beyond perception and appearance
 - Tell and hear individual stories
 - Contrast perspectives
 - Appreciate experiences.



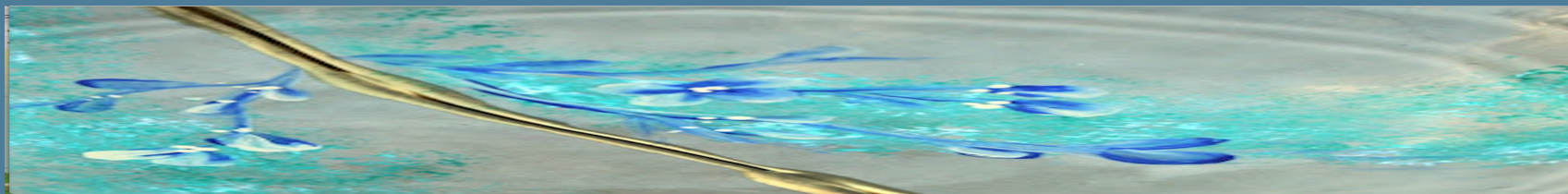
The Mosaic Process Phase 2

Mixing Mortar: Strengthening the Community



■ Participants learn:

- What caused initial racial fractures and the circumstances in which they became solidified, normalized, and even rendered invisible
- About implicit and explicit forms of political and cultural bias, inequity, and injustice
- The differences between intention and impact in communicating about difference
- How to effectively and comfortably navigate and minimize interpersonal bias
- How to identify and respond to institutional and infrastructural inequity
- This phase takes place during monthly meetings and a 2.5 day community building retreat

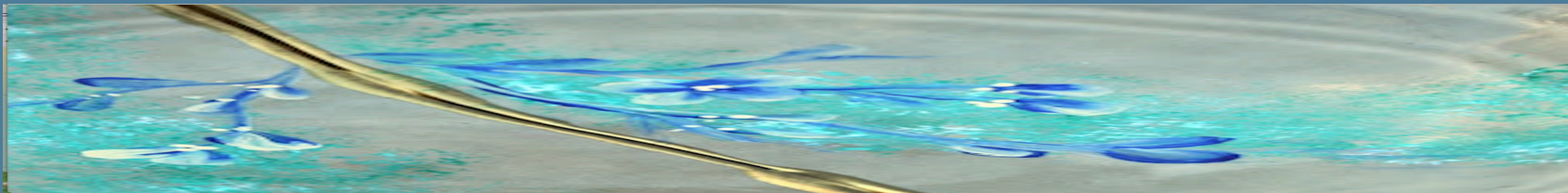


The Mosaic Process Phase 3: Assembling the Pieces: From Many to One



NO TWO COMMUNITIES ARE THE SAME

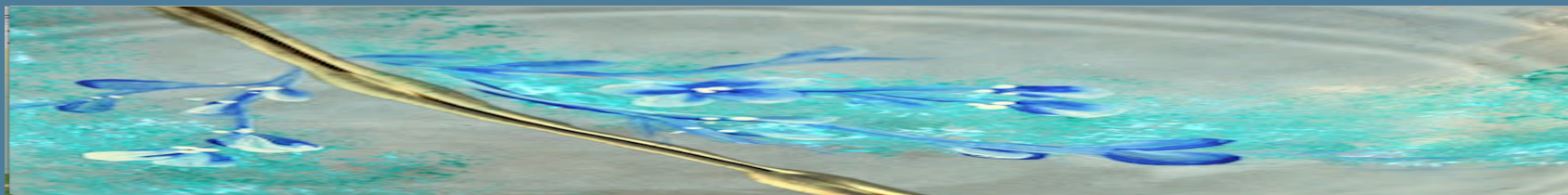
- Careful analysis is required to determine where and how to intervene.
- In this phase participants:
 - Learn to identify which breaks have caused the most damage in their own communities or workspaces.
 - Conduct community analyses and assessments to determine which problems to address.
 - Develop a detailed plan for realizing one project that contribute to the advancement of the community.



The Mosaic Process Phase 4: Realizing the Work: Being the Change



- Plans for community healing are littered with good intentions.
- The Mosaic Process is committed to action.
- As important as the first three phases are, sustainable change requires group effort to realize a specific project.
- This phase requires each Mosaic group to execute a community project addressing a problem created or impacted by race
- Together, the group projects create a mosaic of positive and sustainable community change in Tuscaloosa and thus the community is fortified.

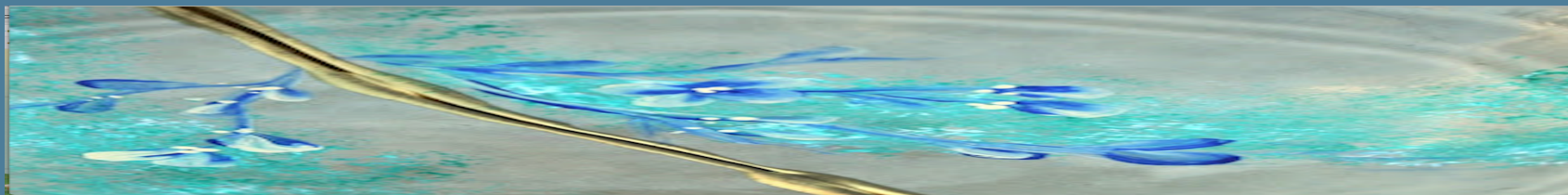


Participant Expectations and Responsibilities



■ We must:

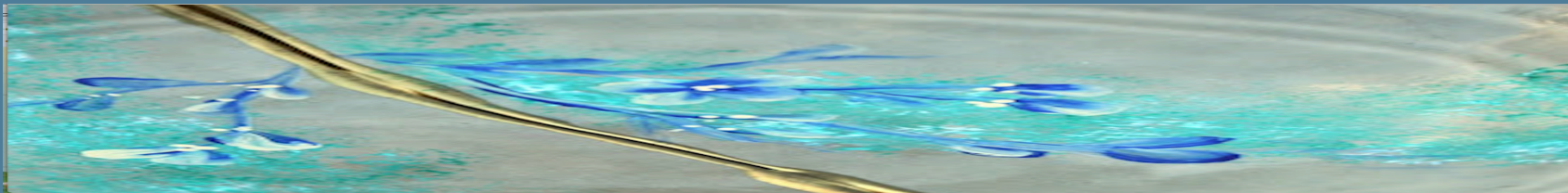
- *Become engaged*
- *Feel welcomed*
- *Feel empowered*
- *Be allowed to recover*
- *Feel useful and that our works are effective*



Expectations and Responsibilities



- We must:
 - *Value ourselves*
 - *Value others*
 - *Lift up our own and each others' strengths*

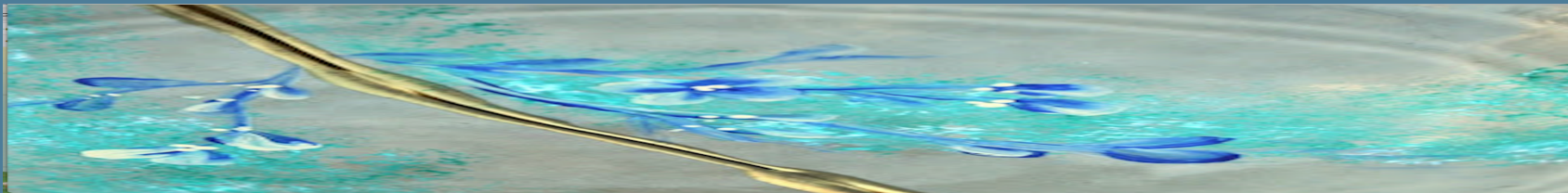


Expectations and Responsibilities



■ We must:

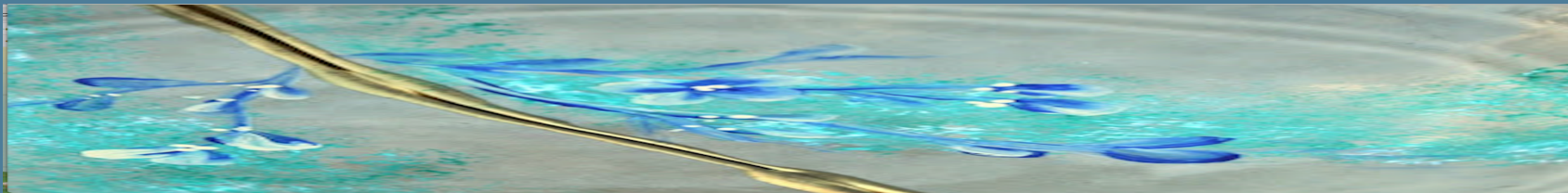
- *Help minimize our own and each others' challenges*
- *Accept that we are often unknowingly part of the problem*
- *Accept that we can and must make positive change*



Frequently Asked Questions:



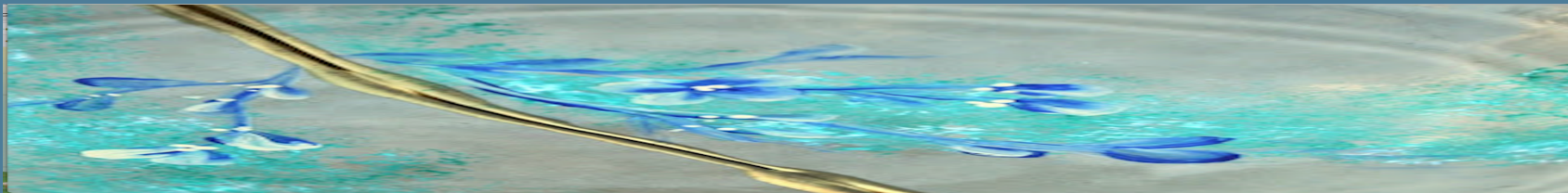
- How long does the process take?:
 - *About 12 months*
- How does it work?
 - *Small (10–12 people) diverse groups gather monthly and run the through the Mosaic Process*
- Who facilitates the process?
 - *With guidance from me, community members, who have undergone a particular facilitation training, lead the monthly groups*



Frequently Asked Questions:



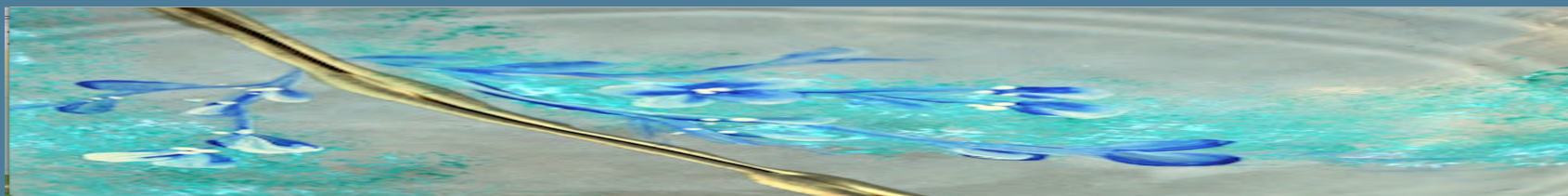
- What is the difference between a facilitator and a leader?
 - *A leader serves as an authority figure steering the process*
 - *A facilitator collaborates with participants and moves them through the Mosaic Process*
- The Mosaic Process relies on facilitators and not leaders.



Frequently Asked Questions:



- What is the difference between a facilitator and participant?
 - *A FACILITATOR guides the small circles through exercises, dialogues, and project development.*
 - *A FACILITATOR models exercises and how to dialogue properly, but do not actively participate*
 - *A PARTICIPANT engages in the exercises, dialogues, and project but does not steer the process.*

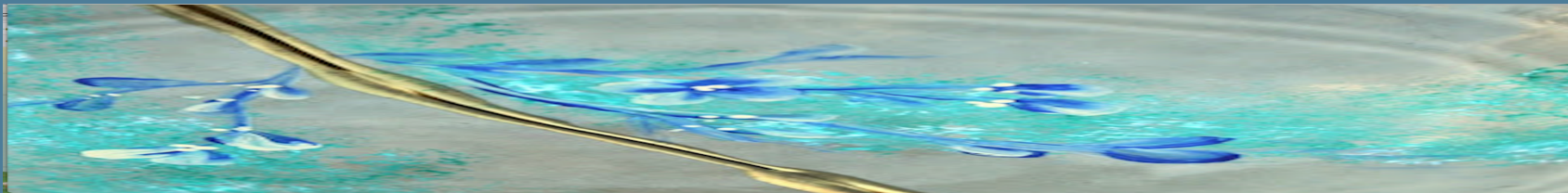


Frequently Asked Questions:



■ Can I be both?

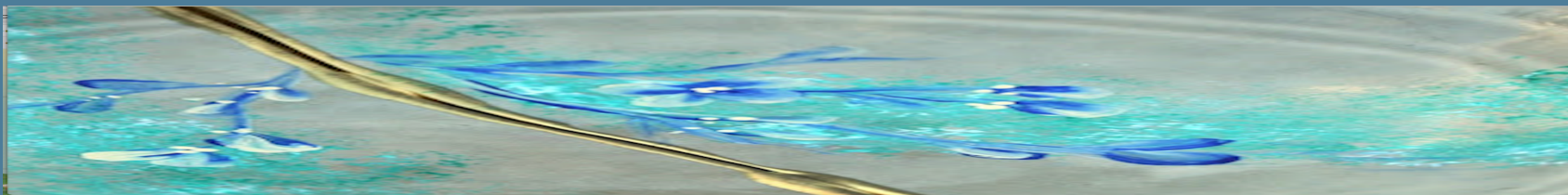
- *Short answer—not at the same time, but if we get enough folks, we can have a few facilitators in each small circle and they can rotate in as facilitators or participants.*



Frequently Asked Questions:



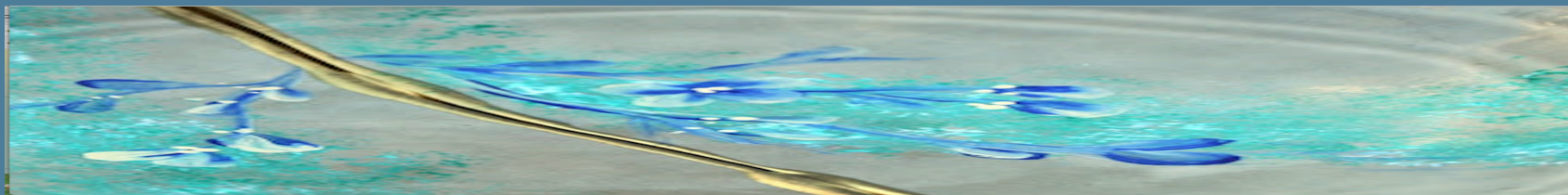
- What are some outcomes of a successful Mosaic Process?
 - *Strong and trusting community develops and is able to navigate racial conflict and events*
 - *Educated community on racial history and impact of racism*
 - *Sustainable change leading to more change happens*



Frequently Asked Questions:



- Why is this just not all talk?
 - *Because the Mosaic Process develops the skills and knowledge to effectively discuss racism's impacts and create sustainable change*
- I can't commit to 12 months, can I still be involved?
 - *Not with circles because they do rely on community building scaffolding but you may be enlisted to help fulfill the community project.*
- We've tried this before, what is different?
 - *Sustained community building along with conversations about race and information on racism and how to navigate and eliminate racism.*



Frequently Asked Questions:

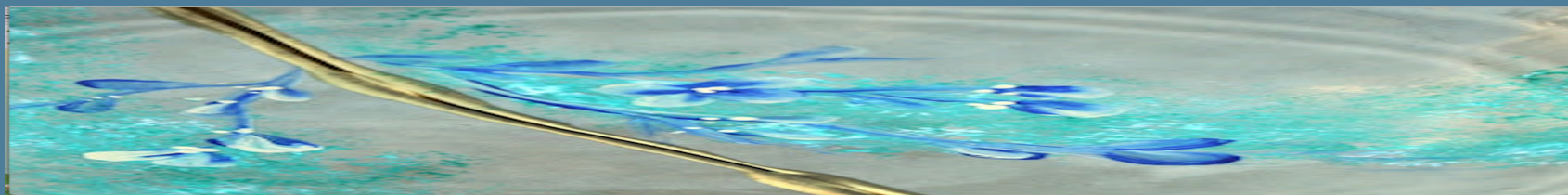


How do you prevent fractures along racial lines or other forms of difference?

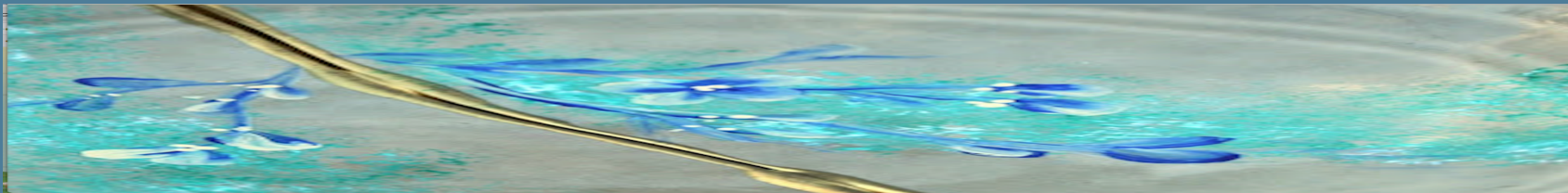
- Participants are taught how to discuss race effectively and compassionately*
- Participants are taught how to navigate conflict*
- Participant interaction is varied to avoid cliques*

Doesn't talking about race create more racism or community fractures?

- No, not talking about racism normalizes racism*



Concerns?



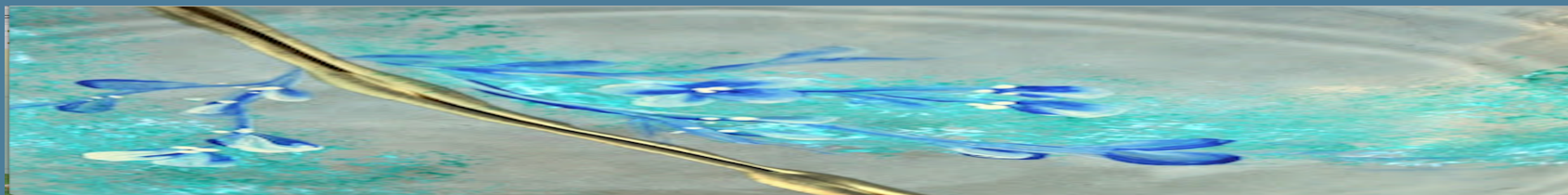
Interested? Excited? Ready?



Filling out the Surveys

Tell a Friend:

Have them email:



Conclusions and Farewell

