Transforming Your Campus Through Sustained Dialogue®
<u>**Sustained Dialogue Campus Network Offerings**</u>

Widespread dialogue processes can transform a campus community. For the last 20 years, the Sustained Dialogue Campus Network (SDCN), a project of the Sustained Dialogue Institute, has helped campuses build capacity to decrease polarization through peer-facilitated dialogue initiatives. SDCN teaches students, faculty, staff, and administrators Sustained Dialogue®, a proven dialogue-to-action change process which has been implemented to enhance social climate, address intergroup campus conflict, and transform relationships with local partners. SDCN's goal is to work with an entire campus to create the most tailored, transformative, and measurable impact possible, with experience working on more than 100 diverse campuses.

Steps for Establishing a Partnership with Sustained Dialogue Campus Network:

1) Have an initial conversation to review this document with an SDCN staff member as you consider bringing Sustained Dialogue (SD) to campus.
2) Discuss initial interest with a team of key stakeholders on campus.
3) SDI staff will present a **Virtual Information Session** to key students, faculty, staff, and administrators to learn more about options for engagement, secure buy-in from key stakeholders, and assess the needs of your campus.
4) Conduct SDCN's **Needs Assessment** in collaboration with founding stakeholders to determine SD programming to suit specific campus needs.
5) Establish formal relationship with signed **Service Agreement** specifying goals of core programming and commitments.
6) Schedule appropriate on-campus workshops, join ongoing virtual programming, and attend network-wide gatherings.

Two Options for Partnering with SDCN

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**Deep Membership
Engagement**

2

**Stand-Alone
Workshops & Events**

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Option 1: Deep Membership Engagement
A multi-year, benchmark-oriented program

This traditional partnership with schools seeks to build relationships across lines of difference, transform conflicts and create a more welcoming and inclusive climate.

The goal of Deep Membership is to help you create a program that your campus can eventually run itself. This typically takes several years, but we work with campus leaders every step of the way to customize and create the program that best meets your needs.

Each Year of Deep Membership Provides:	
Robust Training	Up to 32-hours of **workshops of your choice** led by SDI staff (See pages 4 – 5 for options)
Mentorship and Support	Consultation for design and implementation of **1 core programs of your selection** (See p. 3 for options)
Opportunities for Stakeholder Engagement	**Information Session** or **Impact Sharing Sessions** for Campus Leadership led by SDI
Advisor Coaching	On-going monthly confidential coaching for one advisor around new opportunities for leadership and growth.

Deep membership also includes:

- **Virtual Learning Series** for ongoing capacity-building

- **Network Call Series** with other partner institutions

- **Materials**, resources, and dialogue guides for technical assistance & support

- **Evaluation & Impact Analysis** when adequate pre-and post-data is collected

Each year of **Deep Membership** begins at **$15,000.**
Each year of **Deep Membership with SD Retreats** begins at **$18,000.**

This cost may increase if more than one core program is selected per year, or if additional engagements or workshop hours are requested. Travel expenses are not included.
For additional information, please contact (202) 393-7643.

Which Core Programs are right for you?

Our core programs can impact student success, leadership, workforce skills, campus safety, and respectful decision-making processes on campus. Select 1-2 Core Programs to institutionalize each year.

Core Programs	Description
1. Dialogue Groups	Enhance communication around challenging topics, increase empathy, gain critical thinking skills, and build an engaged student community with the capacity for making change. Moderators have ongoing support to be as effective as possible while also taking action on campus. Dialogue groups can include the following types of moderators and participants. Schools are welcome to choose multiple options, and our "Inclusive Leadership and Moderator Workshop" is designed to teach the skills to lead each of the following. 1) **All-Campus**: Moderators and participants are a broad representation of the campus 2) **Leadership Recruitment**: Moderators and participants are recruited from key leadership positions. 3) **Residential Advisors**: Moderators are Residential Advisors with the goal of having housing more effectively resolve conflict among residents and/or moderate dialogues on their floors. 4) **Topical Divides**: Moderators and participants are recruited around specific divides.
2. SD Retreat Options	1) **Core SD Retreat:** An immersive 3 – 4 day Sustained Dialogue retreat that helps participants delve into issues of identity, polarization, and structural inequities. This retreat strengthens critical thinking and helps participants develop strong relationships across campus. It also assists in energizing a semester or quarter-long SD initiative. This can be done pre-orientation or throughout the academic year. 2) **Groups in Conflict Retreat:** An immersive 3 – 4 day deep dive into one relationship in conflict. This retreat kicks off regular meetings of specific Sustained Dialogue groups. **Note**: Retreats that require extensive adaptation of existing retreat-based curricula may incur additional Deep Membership costs.
3. SD Course	Integrate a curricular component of SD using recommended syllabi with support from SDI staff members and educational experts. SDI connects interested faculty members with others across the network, and provides workshops for faculty annually. Work directly with the SDI staff to learn more about the recommended structures and how other campuses are working to make SD a graduation or distribution requirement.
4. Faculty & Staff Dialogue Groups	Provide a space to de-silo departments and initiatives and increase engagement and retention through ongoing dialogues composed of faculty and/or staff. Integrate faculty and staff members into the campus' SD work, help address issues in the classroom and the workplace, and further the goal of infusing your campus community with dialogue. All faculty involvement should be non-mandatory, ongoing efforts to create inclusive campus environments and classrooms. **Note:** This offering should only be held after request from one or more interested faculty members and should never be mandatory.
5. Campus & Community Relations	Utilize the SD process to enhance relationships between on- and off-campus community members and help address community challenges. **Note**: This offering is only available to schools that have already achieved one year of successful dialogue groups.

Facilitator travel not included in price. More custom options are available in some cases for Deep Members. For additional information, please contact (202) 393-7643.

Interested in gaining additional skills through stand-alone workshop?

Workshops that teach the Sustained Dialogue™ process	Audience	Length
Leading Community Change Through Dialogue Workshop *Most popular offering* This workshop shares how to use SD to address intergroup conflicts amongst and between students, faculty, and staff. Additionally, campuses can use SD for enhancing engagement and relationships with off-campus partners. Individuals committed to learning the process will gain in-depth facilitation skills and brainstorm with others to solve real intergroup problems. While larger audiences are invited for this entire workshop, **only 8 attendees per invited SD facilitator can practice moderating with detailed, intensive feedback during the 8 hour Moderator Workshop portion. Note:** Pricing may sometimes be less than sample pricing based on the number of SD facilitators providing feedback.	All	16 hours
Retreat Moderator Workshop This training is just for those that will be moderating a 2-4 day SD Retreat. This training introduces and models each retreat module chosen and adapted for a given school context, in order to give moderators the experience of full participation, followed by practice facilitation after each activity. This offering is only available to campuses that have already held a 16 Hour Inclusive Leadership & Moderator Workshop for retreat moderators or have plans to do so prior to the retreat moderator workshop.	Retreat Mods	16 hours
Building a Culture of Dialogue This workshop is an introduction to shifting decision-making and values toward a culture of dialogue on campus and has similar goals to the Inclusive Leadership Workshop. This session builds basic skills to begin conversations about supporting students and each other, and introduces some practice around using tools for dialogue in everyday situations. This session is not a complete introduction to using the SD model from dialogue to action. **Note:** We recommend this be an additional offering when selecting others on this list.	Staff / Faculty	1.5 hours*
Dialogue Facilitation for First Year Seminar Courses or Faculty Peer Learning Circles This workshop builds on the introductory content of **Introducing Dialogic Practices to First Year Seminar Courses or Faculty Peer Learning Circles** (p.5) and is a more in-depth session for helping faculty and instructors build collaborative classroom learning environments and cultivate participatory pedagogy. Instructors who have experience as participants in structures that emphasize dialogue skills are able to transform their discussion and lecture-based classroom environments. This workshop and the experience of participating in facilitated dialogue provide new pedagogical tools with a focus on practicing habits and skills of dialogue. Outcomes include enhanced question asking skills and tools for bridging individual reactions to larger course concepts and academic texts. **Note:** This offering should only be held after request from one or more interested faculty members and should never be mandatory.	Faculty & Instructors	6-8 hours

Workshops that do not teach the Sustained Dialogue™ process	Audience	Length
Inclusive Leadership Workshop This workshop provides participants from key campus organizations and departments (student affairs, SGA, affinity groups, Greek life, etc.) with the tools and skills to effectively navigate identity differences, make more informed decisions, and build empathy on campus. This workshop does not require a continued commitment to SD, and is a great way to introduce some aspects of SD to the campus, though it is not a full workshop in the Sustained Dialogue model.	All	8 hours
Mapping Organizational Equity This workshop uses the Multicultural Org. Development model to facilitate key decision-makers, staff, and administrators as they thoughtfully engage with how to meet needs related to the overall inclusiveness of their department, office, or campus. All will identify areas for shared community problem solving.	Staff / Faculty	1.5 hours*
Deep Dives: Topic Specific Workshop and Evaluation This space allows faculty, staff, & administrators to think deeply about 2-4 aspects of identity on campus, identify successes in supporting students and colleagues around those identities, and practice shared problem solving.	Staff / Faculty	1.5 hours*
Conflict Management Workshop This option helps participants develop four main skills: (1) Understanding conflict; (2) De-escalation strategies and the role of emotions in conflict; (3) Communication skills; (4) Problem solving conflict styles, positions and interests, brainstorming, paraphrasing, and more. This workshop is customizable and can be geared to the general campus or to a specific group (i.e. Residential Life)	All	2, 4, or 8 hours*
Introducing Dialogic Practices to First Year Seminar Courses or Faculty Peer Learning Circles This workshop offers beginner skills for building a more dialogic environment and intentional methods of engagement in first year courses, peer learning circles, teaching circles, or other existing structures in which faculty or students already gather in small groups. This offering includes honing question-asking skills, bridging intent and impact and learning how to navigate relationships more effectively to build collegial and collaborative sharing. **Note:** This offering should only be held after request from one or more interested faculty members and should never be mandatory.	Faculty & Instructors	4 hours*

Sample Workshop Pricing *(effective 11/15/2018)*

Workshop Length	Up to 25 participants	26 - 40 participants	41 – 60 participants	61 – 80 participants
Under 2 hours	$2,500	$3,000	$3,750	$4,500
1 Day (2⁺- 8 hours)	$3,000	$3,750	$4,250	$5,000
2 Days (8⁺- 16 hours)	$4,500	$5,250	$6,000	$7,000

*Engagements shorter than 6 hours or for less than 25 people are led by training associates rather than full time staff. Facilitator travel is not included in pricing.

Next Step for New Schools: Host an Information Session
Led by SDI Staff

What: "What is Sustained Dialogue? How can you get involved?" This session provides an opportunity for SDI staff to speak directly with the stakeholders who you think should be involved. We will share more information about how the SD programs work, what is involved in membership in the Campus Network, the impact it can have on campuses, and how we see SD directly addressing some of the issues or needs you see on your campus.

We recommend that this session be held by videoconference.

Time: 1 – 2 hours, as meets your needs.

Who: Invite potential champions of SD on campus. Consider: student leaders, faculty members, key staff members, deans, directors of relevant campus offices and departments, etc.

How many people? We recommend no more than 15 people, so that each participant can get their specific questions answered. The SDI Staff will work closely with you to create a session that meet the needs of your campus. We will work together to adapt this to address or incorporate the current work at your institution, the questions you have about SD, and directly address the stakeholders in the room.

Cost: The session itself comes free of charge when held through our virtual platform.