Courageous Conversations Pilot

Primary Cohort Roles & Responsibilities

Pilot Overview

The National Council of Jewish Women (NCJW) is partnering with Faith in Public Life on a Courageous Conversations six-month pilot. Over the course of the pilot, 8-12 NCJW members (called the "primary cohort") will be trained on how to have courageous conversations with Jewish individuals in their social or community networks with whom they disagree on various issues, using faith as a shared value. During the pilot, the primary cohort will receive three Faith in Public Life trainings, and hold three courageous conversations with people in their networks. Members of the primary cohort will also each train four others in their networks on having courageous conversations, and the trainees (called the "secondary cohort") will each hold three conversations of their own. NCJW staff will provide coaching support for the primary cohort. The trainings and courageous conversations will explicitly leverage Jewish values and teachings.

The primary cohort will be selected from an applicant pool of NCJW members from across the country by the Faith in Public Life Application Committee, made up of two members of NCJW Inc.'s board and a member of the Washington Office.

Pilot Goals

- Increase comfort for having courageous conversations using faith as a shared value;
- Train a cohort of NCJW leaders to train others about how to have courageous conversations; and
- Increase engagement of individuals not previously affiliated with NCJW sections and NCJW Inc.

Timeframe

Pilot Component	Primary Cohort Responsibilities	Date	Primary Cohort Estimated Time Commitment
Primary Cohort Selection	n/a	October 25, 2017	n/a
Pre-Evaluation	Complete evaluation	November 6, 2017	< 1 hour
Faith in Public Life Training I	Attend webinar	November 7, 2017 7pm ET	1.5 hours
Faith in Public Life Training II	Attend webinar	November 14, 2017 7pm ET	1.5 hours
NCJW Inc. Coaching	Bi-weekly cohort calls for support	Ongoing after Faith in Public Life Training II	1 hr/call
Primary Cohort Courageous Conversations	Hold 3 courageous conversations & complete survey after each conversation	November 14, 2017 – January 31, 2018	3-6 hours
Faith in Public Life Training III	Attend webinar	January 9, 2018 7pm ET	1.5 hours
Train Secondary	Train 4 people on how to hold courageous conversation	January 9, 2018 – February 28, 2018	4-8 hours
Secondary Cohort Courageous Conversations	Monitor courageous conversations & encourage secondary cohort to complete survey after each conversation	January 9, 2017 – April 30, 2018	3 hours
Post-Evaluation	Complete evaluation	April 30, 2018	< 1 hour
Pilot Complete	n/a	April 2018	n/a
Results of Pilot	One call to discuss results of pilot & evaluation	May 2018	2 hours

Courageous Conversation Pilot Components

Faith in Public Life Trainings

In partnership with NCJW, Faith in Public Life will provide three webinar trainings to the primary cohort, each 90 minutes long. The first training covers the premises and purpose of courageous conversations using faith as a shared value. The second training will be skills building and include how to have courageous conversations, including modeling and role play. The final session is a "train the trainer," and will teach the primary cohort how to train others to have courageous conversations.

The trainings will be developed and delivered by NCJW and Faith in Public Life, a strategy center for the faith community advancing faith in the public square as a powerful force for justice, compassion and the common good.

Courageous Conversations

The heart of the pilot is having courageous conversations with people whom you already have relationships with whom you disagree on issues important to you, using faith as a shared value. After the second training, members of the primary cohort are expected to begin their courageous conversations. Over the course of the pilot, each member of the primary cohort will engage in courageous conversations with three people. You can begin holding conversations after the second training in November, and conversations should be complete by the end of January 2018.

You will select both a) the individual to have a conversation with, and b) what issue(s) you want to use as a catalyst for discussion. We recommend selecting people in your networks with whom you have some level of comfort and/or relationship, but avoiding individuals who either pose an emotional or physical threat, or individuals who you suspect will not be open to listening to your thoughts on an issue in with a compassionate heart and open mind. Similarly, you must be open to listening with an open mind. Here are some examples of people who might be good to engage in courageous conversation:

- Acquaintance from synagogue who has expressed fear about immigrants in your community
- Family-member who you heard talk about race in a way that made you feel uncomfortable, but not afraid/threatened
- Friend who pushes back against including an all-gender restroom in a school or community center

These conversations can happen in a park, at your home, at a coffee shop, or wherever you feel comfortable. While you are only expected to have one conversation with each person, we hope that each conversation will open a dialogue of mutual understanding and respect that can continue in the future.

NCJW Resources & Coaching

Having courageous conversations is not always easy, but NCJW Inc. staff is here to help! In addition to the formal trainings and resources, staff will be available to offer coaching and support throughout the pilot. At the beginning of the pilot, staff will schedule two, biweekly standing calls to provide a space to share successes, challenges, questions, or concerns. Grassroots Associate Ari Conrad and Senior Legislative Associate Faith Fried will each facilitate one of the calls, and everyone is encouraged to join one call at least once a month.

Reporting

NCJW is collecting data in order to determine whether the pilot meets its stated goals, listed above. Data and information from the primary cohort is crucial for determining success of the pilot. The primary cohort is expected to complete a pre-evaluation at the start of the pilot, and a post-evaluation at its close. In addition, members of the primary cohort are expected to complete a brief survey after each courageous conversation.

Training & Coaching the Secondary Cohort

In addition to the conversations themselves, the other major part of the pilot is teaching others how to have courageous conversations. The third Faith in Public Life training will teach you how to provide a courageous conversation training to four other individuals. You can select anyone in your network to train — people in your NCJW section, synagogue, neighborhood, etc. Your "trainings" do not need to be formal webinars, but can be conversations that happen in person, or via the phone or Skype. NCJW Inc. will provide you with the resources and tools you need to train others, aka the secondary cohort.

As a member of the primary cohort, you are expected to support the individuals you train by being available to answer questions, provide guidance, brainstorm, debrief, and etc. Each individual will decide how to best manage this process; here are some ideas:

- Monthly check-in calls with each person trained
- Weekly emails
- Private Facebook group
- GroupMe text messages

We want to hear from you! Reach out to NCJW staff with any major issues or successes.

Collect Information from the Secondary Cohort

Similarly to the reporting expectations listed above, we expect the primary cohort to track and collect information from the four individuals you train. In the context of the pilot, this means encouraging each individual to have three courageous conversations, and asking each individual to complete the same, brief survey after each conversation.

Primary Cohort Expectations

- Taking part in three trainings to be held on November 7, November 14, and January 9 at 7pm ET, each 90 minutes long.
- Holding at least 3 courageous conversations by January 31, 2018.
- Recruiting and training, with support from NCJW Inc., four individuals on how to have courageous conversations by February 28, 2018.
- Coaching and supporting your four trainees.
- Participating in monthly check-in calls with NCJW staff, as available.
- Completing a pre and post-evaluation for the pilot.

Expected Resources

Member of the primary cohort can expect to receive the following resources:

- Primary Cohort Roles & Responsibilities
- Secondary Cohort Roles & Responsibilities
- Training Webinars
- Training Slides
- Training Memo
- Courageous Conversation Palm Card

Additional resources may be developed based on feedback. You can share any/all of the resources above with individuals you train (secondary cohort) as you see fit.

For any questions or concerns about the primary cohort roles and responsibilities, contact Faith Fried (faith@ncjwdc.org) or Ari Conrad (ari@ncjwdc.org).