



## Facilitator Guide: Conversations on Investment & Divestment

This guide can be used whole or in parts to facilitate conversations with staff at your coalition or with your membership.

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### **Framing: Create framing & group agreements for your discussion.**

These are some that the RSP likes to use for framing (see the resources at the end for more information):

- **Critical Thinking:** attempts to reason at the highest level of quality in a fair-minded way. The ideal critical thinker is inquisitive, well-informed, trustful of reason, open-minded, flexible, fair-minded in evaluation, honest in facing personal biases, willing to reconsider, clear about issues, orderly in complex matters, diligent in seeking relevant information, and empathic.
  - **Love with Accountability:** Accountability is the greatest form of love (Simmons, 2016).
  - **Radical Candor:** Radical Candor really just means saying what you think while also caring personally about the person you're saying it to (Scott, 2017)
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### **Activity: Shared language**

At times it can be helpful to create shared working definitions within the group before you begin to explore our movement's investments and divestments. (90-120 minutes)

Big questions connect to some big concepts we hold as coalitions and as a movement. Are we rooted in shared ideas and language? Possible terms to explore:

- |                       |                    |
|-----------------------|--------------------|
| • Survivor-Centered   | • Racism           |
| • Social Justice      | • Oppression       |
| • Trauma-Informed     | • Core Services    |
| • Crisis              | • Underserved      |
| • Culturally Specific | • Systems Advocacy |
| • Allyship            |                    |

Write on flip chart paper the selected terms with some prompting questions.

### *Survivor-Centered*

What does it mean to be survivor-centered? How does this show up in coalition work? How is anti-racism/anti-oppression work connected to a survivor-centered framework? What aspects of coalition work are more clearly survivor-centered? What aspects are not?

### *Social Justice*

What does this look like? Feel like? If you see that an organization values social justice in their philosophy or mission, what are your expectations? What aspects of coalition work are well-suited for social justice work? What aspects are not?

### *Trauma-Informed*

What does it mean to be trauma-informed? What do trauma-informed training and technical assistance look like? Feel like? How does our work environment reflect trauma-informed practices as a coalition?

**Facilitate World Café:** Have markers and each paper at different tables. Give each group about 15-20 minutes to discuss the terms and prompting questions. Then rotate to another table. Have about four tables.

You can also choose additional terms to explore ahead of time based on your region's or coalition's interests/trends. Or you can ask if others have terms/buzzwords they'd like to explore now and add to the discussion.

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## **Activity: Co-creating Definitions for Investment/Divestment**

Before you begin to explore your coalition's investments and divestments, it helps to establish some co-created definitions and use these to guide the conversation. (30 minutes)

Have two flip chart papers to take notes on the definitions. Go around and have each person give their ideas about what investment and divestment mean. Review at the end to see if anyone has any additions or if there needs to be more clarity.

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## **Activity: Liberating Structures**

Have the group sit in groups of four to eight people. Participants will need paper and pen; the facilitator will need a timer (30-45 minutes)

Questions to explore:

- What /who/where is your coalition invested in?
- What/who/where are survivors invested in?

First, have participants take a piece of paper and write to themselves for one minute. Then have them turn to the person next to them to share their thoughts from their writing for two minutes. Then for five minutes talk to the small group.

Debrief as a large group in the end.

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## **Activity: Make a list**

Use flip chart paper and make a list as a large group or in smaller groups. (30-60 minutes)

Question to explore:

- In our agency, what positions, programs, partnerships are centered, situated, or dependent on the criminal justice system (*or other systems, as relevant*)?

Now discuss:

- What is the return on that investment for our programs/coalition?
  - What is the return on your investment for survivors?
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## **Activity: World Café**

Gather themes from discussions *Liberating Structures* and *List* activities. Create 3-5 tables with flip chart papers and markers with the theme/prompting question listed. (60-90 minutes) Some examples might be:

- What is our investment in organizational wellness and staff resilience? What is the return on this investment? What can this look like?
- Are there services or aspects of services we are getting ready to let go of? What steps would we need to take to begin to shift these? What do these divestments make room for? What new investments are possible?
- If we shift away and divest from the criminal justice system, where would we shift that energy to?

Participants choose the table of interest to get started. Allow 20 minutes for discussion and then rotate groups to other tables.

Facilitate a large group report-back.

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## **Activity: Beautiful questions**

A beautiful question (Berger, 2014) is an ambitious yet actionable question that can begin to shift the way we perceive or think about something--and what might serve as a catalyst to bring about change. It is followed by a saying that well informed people often try to solve a problem by answering the wrong question.

Think as a group about a more beautiful question to bring to the Investment/Divestment discussion. (30 minutes) Here are some examples:

- How might we, the collective, inspire others to see their own greatness free of harm and violence so that they can live the life of their dreams?
- What would happen if survivors believed that they deeply mattered to the world around them and how do we unlearn to relearn?

Once you decide on a more beautiful question(s), try answering it or talk about what you would need to know and do to be able to answer it.

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## **Activity: Liberating Structures**

Have the group sit in groups of four to eight people. Participants will need paper and pen; the facilitator will need a timer (30-45 minutes).

To end your meeting, be bold. Ask people to think about the hardest thing to divest from or invest in. Ask participants: What first step would you/we take to get started?

First, have participants take a piece of paper and write to themselves for one minute. Then have them turn to the person next to them to share their thoughts from their writing for two minutes. Then for five minutes talk to the small group.

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## **Resources:**

### **Radical Candor**

<https://www.radicalcandor.com/about-radical-candor/>

### **Love With Accountability**

<http://www.lovewithaccountability.com/home>

<https://www.nsvrc.org/news/resource/accountability-radical-form-love>

### **Critical Thinking**

How to Transfer Ownership to Staff <http://www.managementcenter.org/article/transfer-ownership-staff-members/>

Strategic Thinking with Norma Wong

<https://www.movetoendviolence.org/blog/strategic-thinking-with-norma-wong/>

Strategic Thinking Cards <http://www.movetoendviolence.org/wp-content/uploads/2016/03/Strategic-Thinking-Cards-3.3.16.pdf>

Strategic Thinking: Decision Making Tool <http://www.movetoendviolence.org/wp-content/uploads/2016/04/StrategicThinkingDecisionMap.pdf>

### **Beautiful Questions**

<http://amorebeautifulquestion.com/>

*Resources for all aspects of coalition work are available at [www.resourcesharingproject.org](http://www.resourcesharingproject.org)*

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