



CHARTING THE JOURNEY:

A STAGE MODEL FOR INTERGROUP DIALOGUE

Stage I: Group Beginnings

In the first stage, an open and inclusive tone is set for the dialogue. This involves setting norms, going over multicultural ground rules, goals, hopes/fears, and expectations. The group also practices dialogue skills.



1. Orientation and Getting Acquainted
2. Sharing and Learning About Each Other's Cultures



Stage II: Learning about Commonalities and Differences in Experiences

The second stage combines group building activities with increased opportunities for engaged and in-depth dialogue. Individual, group, and intergroup socialization experiences are understood in the context of systems of oppression, privilege, and justice.



3. Reflecting upon Racial and Ethnic Socialization
4. Exploring the Advantages and Disadvantages of Racial and Ethnic Group Memberships



Stage III: Working with Controversial Issues and Intergroup Conflicts

The third stage is an opportunity for the group to delve deeply into difficult historical, societal, and institutional issues of racism. The group learns to engage in controversial subjects in a supportive and nonjudgmental way. This stage is a powerful opportunity to model new ways of addressing conflict while respecting each person's viewpoint.

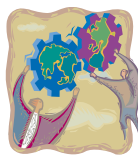


5. Transition to Controversial Issues
6. Talking About Intergroup Issue #1
7. Talking About Intergroup Issue #2



Stage IV: Envisioning Change and Taking Action

By Stage IV, participants have come a long way from where they started. They have delved into some difficult territory both personally and collectively. Now they begin to look more closely at how to build alliances and change some of the inequities in our society. What can we do to interrupt injustice? This stage ends with a group celebration and affirmation.



8. Alliance Building and Action Planning
9. Reflections on Taking Action and Alliance Building
10. Celebration and Speak Out!