Program Kick-off Gathering

February 18, 2023
9:30 am - 3:30 pm
Welcome and Introductions
Goals of today’s gathering

1. Ensure shared understanding of and excitement about the program
2. Begin to build relationships across the cohort, on project teams, and with community partners
3. Strengthen individual skills for dialoguing across difference
4. Increase understanding of different perspectives on targeted violence in our communities
5. Have fun!
Agenda for today’s gathering

1. Welcome, introductions, and program overview
2. Opening Exercise
3. The ABCs for Constructive Dialogue
4. Lunch + panel discussion + walking tour
5. Fun, friendly team competition
6. Project team dialogue
UPTV Program Leadership

Chad Collie
Team Advisor (Adams County)

Erec Smith
Team Advisor (York County)

Joe Ruben
Program Co-Director

Kierstan Bell
Team Advisor (Adams County)

Kira Hamman
Program Co-Director

Logan Grubb
Chief of Staff + Team Advisor (Dauphin County)

Michele Janson
Team Advisor (Franklin County)
One community partner in each of the 4 counties: Adams, Dauphin, Franklin, and York

Your project team will work with the partner to design and implement a project that addresses a targeted violence challenge in the county where your team is focused.
Cohort introductions

Please introduce yourself with name and where you live only.

Now look at key goals of the program and stand next to the one that represents your biggest reason for joining:

1. Build relationships across our ideological, racial, generational, and geographic differences
2. Implement projects that reduce risks of targeted violence
3. Form and deploy local Threat Assessment and Management teams
4. Raise our communities' awareness of targeted violence

Introduce yourself to the people standing next to you by sharing why you’re standing there.

By achieving these four goals, we will create a sustainable Local Prevention Framework in South-Central PA that prevents targeted violence even as potential triggers emerge.
**UPTV cohort attributes**

**How do you self-identify?**

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<td>Active member of a faith community</td>
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<tr>
<td>Work in a human services field</td>
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</tr>
<tr>
<td>Veteran of the United States Armed Forces</td>
<td>6</td>
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<tr>
<td>Work/worked in the criminal legal system (law enforcement, correctional facility, etc.)</td>
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<tr>
<td>Was previously incarcerated</td>
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<td>Mental or behavioral health professional</td>
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**Racial/Ethnic self identification**

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<td>Asian</td>
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**In general, where do your political views fall?**

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<tr>
<td>Generally left of center</td>
<td>39.3%</td>
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<tr>
<td>Generally right of center</td>
<td>32.1%</td>
</tr>
<tr>
<td>Squarely in the middle</td>
<td>20.8%</td>
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How you self-identify
Program Overview
What is targeted violence?

**WHAT IS TARGETED VIOLENCE?**

Intentional physical violence against a pre-identified target based on their perceived identity or affiliation, whereby the act is intended to intimidate or coerce or generate publicity about the perpetrator’s grievance.

Examples include mass shootings that targeted Black Americans in Buffalo in 2022; Tree of Life Synagogue congregants in Pittsburgh in 2018; LGBTQ community members in Orlando in 2016; and Christians at Umpqua Community College in Oregon in 2015.

Examples of targeted political violence from the left and the right include the shooting at Republican members of Congress on a baseball diamond in 2017 and the storming of the U.S. Capitol on January 6, 2021.
Why targeted violence?

- Unlike random violent crime, targeted violence degrades our society further by making entire groups feel unsafe because of their identity.
- Unlike other forms of violence (for example, homicides) that rise and fall, targeted violence has a clear upward trajectory.
- There are limits to what you can accomplish in their volunteer time; by focusing on targeted violence narrowly, we can make more progress by addressing a narrower set of risk factors.
- There is a large community of practitioners working on this issue. We can amplify our collective impact by defining the problem in similar ways and working to address it.
Spirit of the *UPTV* program

What this program IS about

- Connecting across our differences
- Learning about and respecting different perspectives and experiences from different parts of south-central PA
- Working together to address targeted violence-related issues that we Pennsylvanians can impact

What this program IS NOT about

- Trying to persuade others to adopt our political views
- Lobbying for prepackaged, one-sided positions
- Allowing ideology to get in the way of problem-solving
Program schedule

PHASE I
Build Relationships and Learn Together
Build relationships across divides, engage in constructive dialogue, strengthen media literacy, and learn about targeted violence.

Gatherings every third Saturday @ 9:30 am - 3:30 pm
- February 18, 2023 | Gettysburg
- March 11, 2023 | York
- April 1, 2023 | Chambersburg

PHASE II
Plan for Action
Unifiers teams analyze targeted violence with community partners.

Gatherings every third Saturday @ 9:30 am - 3:30 pm
- April 22, 2023 | Harrisburg
- May 13, 2023 | Gettysburg

PHASE III
Take Action
Unifiers teams implement targeted violence projects with community partners, and connect across the Unifiers cohort to support other teams' projects.

Monthly gatherings (in-person and/or Zoom TBD) from Sept ’23 - Aug ’24, starting on September 9, 2023 @ 1:00 pm - 3:00 pm

PHASE IV
Communicate About and Sustain Our Action
Raise awareness about targeted violence, and showcase and celebrate program outcomes.

Public events on the targeted violence prevention projects. Public statements by Unifiers to bring attention to our efforts.

All in-person gatherings will include a workshop and other activities such as a walking tour, shared meals, and/or visits with community leaders.
Participants will be reimbursed for transportation expenses.
Role of Community Partners

1. Ensure one organization lead participates in all program gatherings.

2. Work with the project team to design and implement a project that contributes to preventing targeted violence in the organization’s service area, and ensure at least one additional organizational member supports the implementation of that project.

3. Support formation of (and serve as a community liaison for) a Threat Assessment and Management team to which the organization, project team members, and others in the community can refer potential threats of targeted violence for assessment and intervention.

4. Nominate staff, volunteers, Board members, etc., to apply to participate in Pennsylvania Uniters cohort.
Role of Project Team Advisors

- Serve as a point person on *the process*
- Help with ABCs for Constructive Dialogue conversations
- Help with problem analysis and project design
- Help ensure you are comfortable with your own role on your project
- Help your team keep up with the overall program timeline
- Help address issues that hinder progress on project implementation
Project teams vs Threat Assessment and Management (TAM) teams

**Project teams**
- Formed as the *Uniters* cohort is formed
- Focus on primary prevention (i.e. providing services broadly to the community)
- Design and implement projects with community partners
- Supported by project Team Advisors (Logan, Chad, Kierstan, Erec, and Michele)

**TAM teams**
- Formed or strengthened later by the project teams
- Focus on secondary prevention (i.e. providing tailored services to help people who may be on a pathway towards violence)
- Identify and respond to specific threats
- Community partner is liaison to community
- Supported by Joe and Kira
Role of DHS Center for Prevention Programs & Partnerships (CP3)

- Provide funding
- Share expertise on targeted violence prevention
- Serve as a resource
- Connect us with other targeted violence prevention efforts

CP3 helps to prevent targeted violence and terrorism through funding, training, increased public awareness, and the development of partnerships across every level of the government, the private sector and in local communities across our country.

https://www.dhs.gov/tvtpgrants
A word about media coverage

We will seek out media coverage to raise our communities’ awareness of targeted violence + your problem-solving efforts AND we want to encourage the sharing of a wide variety of views within the program without concern about those words showing up on the internet, newspaper, radio, etc.

So...

● We propose standard journalistic practice for ALL of us of reporting only on background about our gatherings. This means UPTV experience can be written about but only under conditions negotiated with the relevant Uniters, whose identities would not be revealed.

● Exception: you can quote Uniters on their thoughts and/or experiences if they have provided you express permission to do so.

● We will ask external media to adhere to the same protocols and will generally be invited to join during social activities like lunch.
And finally...our non-discrimination policy

- UR Action does not discriminate in any way based on race, color, national origin (including language), disability, sex, age, or religion.
- If you think we have discriminated, you can file a complaint to Joe or to the U.S. Department of Homeland Security Office for Civil Rights and Civil Liberties (see handout).
- We provide free aids and services, such as qualified sign language interpreters and written information in other formats (large print, audio, accessible electronic formats, etc.) to communicate effectively with persons with disabilities.
- We provide free language services, such as qualified foreign language interpreters and information written in other languages, to ensure meaningful access to programs and activities for persons with limited English proficiency.
Uniters principles

Here’s an organized version of what you communicated in your applications:

• We will embrace curiosity (ask “Why?”), keep an open mind, and explore differences (not “agree to disagree”)
• We will seek to understand before challenging other views
• We will seek to understand how our views impact others and share how other views land with us
• We will speak for ourselves and from our own experiences, not others’ experiences
• We will separate the person from their viewpoint, and try to build connection and trust even when we disagree
• We will seek out and build on values, goals, and ideas we have in common

Turn to the person sitting next to you and share which 2-3 principles resonate most with you. Do any of them not work for you?

After you’ve shared with each other, one of you please mark “+” next to the principles that resonate most with you two, and mark “-” next to any principles that do not work for you.
Bingo

- Find the *Uniter* who has shared the little-known fact in each bingo square
- Have that person sign your card
- Whoever gets the most signatures in the next 10 minutes wins a prize!
Opening Exercise
Arm Exercise: Instructions

- Find a partner
- No talking
- The Goal: Get as much money for yourself, individually, as possible
  - You get $1 million each time the back of their hand touches the table
  - Your counterpart gets $1 million each time the back of your hand touches the table
- You will have 20 seconds to play
- Start by clasping hands and assuming the opening position
Competition vs collaboration

**Mindset**

- **“Arm Wrestling”**
  - Goal is to beat them
  - Use both arms, apply maximum strength
  - Conflict / no money earned

- **“Arm Exercise”**
  - Goal is to maximize earnings

**Actions**

- **“Arm Wrestling”**
  - Pull my arm down to give them value and enlist them as a partner

- **“Arm Exercise”**
  - Cooperation / millions earned
Arm Exercise: Debrief in pairs

Discuss: what does this exercise have to do with the UPTV program?
The ABCs for Constructive Dialogue Across Difference
What is constructive dialogue?

Back-and-forth communication involving two or more parties in which we:

- Better understand each other’s perspectives (not necessarily to agree or persuade)
- Strengthen a connection with each other
THOSE OF US WHO FOCUS ON ISSUES OF FAIRNESS TOO OFTEN AFFECT AGREEMENT BY GIVING IN, INSTEAD OF FIRST USING OUR POWERS OF PERSUASION TO AFFECT A FAIR OUTCOME THAT FULLY SATISFIES ALL OF OUR LEGITIMATE INTERESTS
Competition vs collaboration

Mindset
- There is a winner and a loser
- I am right, and they are wrong
- Deeper divides
- Damaged relationship
- We may feel like we “won,” but no substantive change occurs

Interrogate, antagonize, and trap

Actions
- Argue to prove them wrong
- Dismiss their views outright
- They may see something I don’t see (and vice versa)
- The goal is to better understand what we’re each focused on

Ask questions about their perspective

Results
- Deeper divides
- Damaged relationship
- We may feel like we “won,” but no substantive change occurs

Break down our view
- Mutual understanding of why –and on what – we disagree
- Relationship maintained and perhaps even strengthened

Check our understanding
The ABCs for Constructive Dialogue

A
ASK to understand their perspective

B
BREAK down our view so they understand our reasoning

C
CHECK our understanding of their perspective

Listen – Attentively to words, tone, and body language + with an open and curious mind
Ask to understand their perspective
Instead of asking only leading questions to trap or exploit them

• Ask open-ended questions. The answers will give you a better sense of how they’re looking at the issue.

• Include requests for specific examples to understand the facts they’re focused on and how they’re interpreting them

“What do you think led the governor to make that decision?”

“Are you serious?! Do you really think the governor wasn’t aware of that?”
The ABCs (cont.)

Check our understanding of their perspective

Instead of dismissing their views outright

- Recite back to them what we understand about their view in a neutral way
- Ask them to flag what we’re missing and/or invite them to add to our explanation of their view

“‘It sounds like your view is the governor relied on public health experts and science to make her decision. Is that right?’”

“I hear you, but you’re still missing my point about the governor’s actions”

Checking understanding ≠ Agreeing with them
Break down our view so they understand our reasoning

Instead of arguing to prove they’re wrong

• Share our view after exploring theirs – add to their story (“and”) rather than negating their view (“but”)

• Share the data we’re focused on and how we’re interpreting that data – and then invite their questions and reactions

“It seems you’re focused on the health impact. I’m also focused on the economic impact because 26 million people have lost their jobs in the past 5 weeks. How do you see the economic aspect?”

“Again, this is why it’s clear that the governor screwed up…”
Guidelines for effective listening

- Stay in the moment, and give the other person your full attention
- Listen to understand, not to prepare your response
- Look for clues that the other person feels heard and understood (including tone and body language) – or not
- Avoid interrupting, especially with “but”
- Accept moments of silence
- Pay attention to your body language and the messages it is sending
Active Listening Exercise: Applying the ABCs to explore different views
Get ready for a small-group dialogue

- You’re now going to dialogue about targeted violence in a group of 3.
- Prepare to use A by writing down a question you’d like to ask others relating to targeted violence. See examples…

“What do you see as the biggest risk of targeted violence in our region?”

“Why do you think targeted violence exists in our country?”

“What do you think we as individuals can do to prevent targeted violence?”

“How might we address hatred against specific groups of people?”
Active Listening Exercise: 3-person groups

Each round:

1. 5-minute conversation between Active Listener and Speaker
2. 3-minute debrief led by Coach, who shares feedback with Active Listener
3. Discussion as a large group
4. Rotate roles
Active Listening Exercise

The Active Listener starts the conversation with a question about the Speaker’s views and uses ONLY “A” and “C” throughout to try to understand the Speaker’s perspective and/or experience.

The Coach:
- interrupts if they hear the Active Listener use “B” or ask a leading question
- leads debrief after 5-minute conversation

The Speaker responds with “B” and pauses for Active Listener to respond.

ASK to understand their perspective

CHECK our understanding of their perspective

BREAK down our view so they understand our reasoning
Final instructions

For Round 1:

1. Active Listener: person whose first name comes first in the alphabet
2. Speaker: person whose first name comes second in the alphabet
3. Coach: person whose first name comes third in the alphabet

Active Listener: Start the conversation with the question you wrote down. You can use A and C only, not B!

Speaker: Share your thoughts and then give the Active Listener an opportunity to use A and C

Continue the conversation until you hear us say that the 5 minutes are up. Then, the Coach should share feedback with the Active Listener
Small-group debrief led by coaches

- How did the Active Listener use A and C skillfully?
- How might the Active Listener use A and C more skillfully next time?
Large-group debrief

- Active Listeners: What was hard? What advice do you have for those who play this role in Round 2?

- Coaches and speakers: please share examples of how the Active Listener used A and C skillfully. What was the impact of those uses of A and C on the conversation?
Rotate your roles: [Active Listener → Coach] [Coach → Speaker] [Speaker → Active Listener]

The Active Listener starts the conversation with a question about the Speaker’s views and uses ONLY “A” and “C” throughout to try to understand the Speaker’s perspective and/or experience.

The Speaker responds with “B” and pauses for Active Listener to respond.

The Coach:
- interrupts if they hear the Active Listener use “B” or ask a leading question
- leads debrief after 5-minute conversation

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Small-group debrief led by coaches

- How did the Active Listener use A and C skillfully?
- How might the Active Listener use A and C more skillfully next time?
Large-group debrief

• Coaches and speakers: please share examples of how the Active Listener used A and C skillfully. What was the impact of those uses of A and C on the conversation?

• Active Listeners: What advice do you have for those who play this role in Round 3?
Rotate your roles: [Active Listener → Coach] [Coach → Speaker] [Speaker → Active Listener]

The Active Listener starts the conversation with a question about the Speaker’s views and uses ONLY “A” and “C” throughout to try to understand the Speaker’s perspective and/or experience.

The Speaker responds with “B” and pauses for Active Listener to respond.

The Coach:
- can now grant the Active Listeners the right to use “B”
- leads debrief after 5-minute conversation
Small-group debrief led by coaches

- Why did you (or did you not) grant the Active Listener the right to use “B”?

- How did the Active Listener use A and C skillfully?

- How might the Active Listener use A and C more skillfully next time?
Free-flowing conversation

- You’re now going to have ~7 minutes to have a more free-flowing conversation with your same group
- Take 1 minute before we start to think of a question you’re sitting with based on the three rounds of conversations you just had
- Over the next 7 minutes, you do not need to worry about playing any role
- We do, however, encourage you to think about intentionally balancing A, B, and C
- Coach from previous round: start the conversation with your A
Large-group debrief

- What was a perspective you heard (not your own) that you appreciated, whether or not you agreed with it?

- What is 1 thing you want to remember about the ABCs for the remainder of the UPTV program?
Lunch
Project Team Activities
# Project Teams

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<th>JFT</th>
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<th>Suicide Prevention of York</th>
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<td>Dauphin County</td>
<td>Adams County</td>
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<td>COMMUNITY PARTNER LEAD</td>
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<td>Will Anderson (York)</td>
<td>Patti Robinson (Adams)</td>
<td>Cindy Richard (York)</td>
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<td>TEAM ADVISOR(S)</td>
<td>Michele Jansen (Franklin)</td>
<td>Logan Grubb (Dauphin)</td>
<td>Kierstan Belle (Adams) and Chad Collie (Adams)</td>
<td>Erec Smith (York)</td>
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<td>UNITERS</td>
<td>Allison Stephens (Franklin)</td>
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<td></td>
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<td>Shane Falwell (Cumberland)</td>
<td>Thomas Cassara (Adams)</td>
<td>Paul Mancenido (York)</td>
</tr>
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Getting to know your project team

Take turns sharing the following:

1. What you like to do for fun?
2. 1 strength you bring to the team
3. 1 weakness you bring to the team
Free-flowing project team dialogue

- Take 2 minutes before we start to think of questions you can ask to better understand the views of your teammates on targeted violence.
- Do your best to intentionally balance A, B, and C - try to use A and/or C at least once before using B twice.
- Community partner participates as a team member.
- Team Advisor(s) pays attention to your uses of A, B, and C, steps in if the balance is off, and takes notes on effective uses of A and C.

Start the conversation with a question that someone has written down.
Project team dialogue debrief

- How did this conversation differ from a “typical” group conversation?
- What were some specific uses of A and C that helped move the conversation forward?
Moving forward
Next up: York on March 11!

Proposed Phase III schedule

1. #1: Sat. 9/9/23 @ 10-1 in York
2. #2: Wed. 10/4/23 @ 5-6:30 pm on Zoom
3. #3: Sat. 11/4/23 @ 10-1 in Chambersburg
4. #4: Wed. 12/6/23 @ 5-6:30 pm on Zoom
5. #5: Sat. 1/6/24 @ 10-1 in Harrisburg
6. #6: Wed. 2/7/24 @ 5-6:30 pm on Zoom
7. #7: Sat. 3/24/24 @ 10-4 in Chambersburg
8. #8: Wed. 4/3/24 @ 5-6:30 pm on Zoom
9. #9: Sat. 5/4/24 @ 10-1 in York
10. #10: Wed. 6/5/24 @ 5-6:30 pm on Zoom
11. #11: Sat. 8/24/24 @ 10-4 in Chambersburg

Saturday 10-1 gatherings include lunch.
1-on-1 check-ins with program leadership

- As part of your Unitership, you’ll have once-every-two months check-ins (15 minutes) with one of the UPTV Program Leaders (it won’t be with your Team Advisor).

- The purpose of the check-ins is to get a sense of how the experience is going for you, listen to any concerns you have, and ensure you feel connected to the overall Uniters experience (not just to your project team).

- The first check-ins will be between March 11 and April 1; during the March 11 gathering, we’ll post times on flip chart paper where you can sign up for your 15-minute slot (indicate phone or Zoom). You’ll then receive a calendar invitation from Logan.
Your participation in UPTV gatherings

Participation in every gathering is crucial

- And...we recognize emergencies happen
- If an emergency comes up, notify Joe, Kira, and your Team Advisor
- Following the gathering you miss, (1) conduct 30-minute chat with Team Advisor to get up to speed on project team conversations you missed, and (2) talk to Joe or Kira about arranging separate presentation of any special content that was shared
Next steps

- Transportation reimbursements
- Communication between gatherings
  - From Logan to you
  - Among the cohort - survey forthcoming
- Q&A
Takeaways

Find one person you haven’t talked to today.
What’s 1 thing you’re taking away from today’s gathering?