**Race & Housing Facilitator’s Guide**

**Introductions**

Allow small group participants to briefly introduce themselves (name and faith community)

**Video Summary/Conversation Starter**

Jay-Z said in a recent New York Times interview, “you can't have a solution until you start dealing with the problem: What you reveal, you heal.” This is the major challenge at hand: to educate fellow citizens of the unconstitutional inequality that we’ve woven and, on behalf of our government, accept responsibility to fix it. We hope that this video helps you to understand more fully the racial inequity in our country. We also hope that this video is a good introduction to how housing policy has led to racial inequality.

**Discussion Questions**

*Recognizing that we all have different backgrounds, experiences, and expertise when it comes to the topic of race and housing, we encourage you to speak from your own personal experience and respect the experiences of others.*

1. What did you learn from this video that surprised you?
2. How have people in your community shown awareness of these issues?
3. How would your neighborhood look today if these discriminatory policies were never enforced?

1. What can we do, as a community, to spread awareness and promote equity in housing? *(Don’t worry if you don’t get to this question – we will cover it in the closing when we bring people back together in the large group)*

**Closing Thoughts**

Share one thing you learned or plan to take away from the video or discussion.

**Report Back to Large Group**

One facilitator from the group shares the biggest “aha!” moment from your group’s discussion. (1 minute max)

**Additional Race and Housing Resources**

For further study, check out the book that the ‘Segregated by Design’ video is based on:

“The Color of Law: A Forgotten History of How Our Government Segregated America” by Richard Rothstein

[Amazon link](https://www.amazon.com/Color-Law-Forgotten-Government-Segregated/dp/1631494538/ref=sr_1_1?dchild=1&keywords=color+of+law&qid=1608064305&sr=8-1)

In addition, consider a brand new resource from Habitat for Humanity International for its USA affiliates, partners and supporters. [This document](https://documentcloud.adobe.com/link/track?uri=urn:aaid:scds:US:c48d678a-a79d-4096-85e3-a4fd414d5945#pageNum=4) provides further documentation of the role that housing policy has placed in creating racial disparities and offers a glimpse into how HFHI's Office of Government Relations and Advocacy is beginning to reflect on possible housing policies to address these disparities.

**Tips for Facilitating Small Group Conversations**

Your role as a facilitator is to...

* Remain neutral (objective and open). Share your own experience and help participants to share their own experiences as well.
* Avoid being put in the position of the “expert.” If a difficult question is asked, pose the question back to the group: “How would you handle that?”
* Stay aware of your own “hot buttons.” Know where you stand on the issues, where your own prejudices/biases lie and where you are in your own personal discovery.

At the beginning of the discussion, remind participants to...

* Share personal experiences rather than make general statements about groups of people (avoid stereotyping).
* Give all participants a voice. Highlight the value of a diversity of perspectives as an essential part of the process.
* Practice active and respectful listening.

If you encounter a dominant participant:

* Redirect the discussion to another person or another topic.
* Avoid statements like, “Let’s hear from someone else other than Rick.” Instead, if you determine you have 1-2 dominant participants in the group, set a broader expectation like, “Let’s hear perspectives from four different people on this.”

If there are participants who are quiet:

* Give a general invitation asking if participants who have not spoken would like to do so. Avoid putting people on the spot by saying things like, “Angie, you’ve been really quiet the whole time.” Invite (but don’t force) participation.

If the conversation veers off-topic:

* Redirect the conversation by rereading the discussion question or moving onto the next question.

If the conversation becomes tense or an argument ensues:

* Reaffirm that the group is trying to deal with emotionally difficult issues. You might say something like, "People are expressing many different and deep emotions here which may feel hard and uncomfortable, but that is the reason we are all here, to try to come to grips with emotionally difficult issues."