SUSTAINED DIALOGUE
— INSTITUTE —

Transforming Your Campus Through Sustained Dialogue®
Sustained Dialogue Campus Network Offerings

For the last 20 years, the Sustained Dialogue Campus Network (SDCN), a project of the Sustained Dialogue Institute, has helped campuses build capacity to decrease polarization through peer-facilitated dialogue initiatives. SDCN teaches Sustained Dialogue®, a proven dialogue-to-action change process which has been implemented to enhance social climate, address intergroup campus conflict, and transform relationships with local partners. SDCN's goal is to work with an entire campus to create the most tailored, transformative, and measurable impact possible, with experience working on more than 100 diverse campuses.

Steps for Establishing a Partnership with Sustained Dialogue Campus Network:

1) Learn more about the SD model through our **'Impacts and Uses'** document found at www.sustaineddialogue.org/initiate. Share with a diverse team of key stakeholders on campus to gauge their interest in dialogue and/or specific interest in the SD model.
2) Have an initial conversation to review this **'Offerings'** document with an SDCN staff member as you consider bringing Sustained Dialogue (SD) to campus.
3) Share findings with a team of key stakeholders and schedule a virtual meeting with SDCN staff and your larger stakeholder group to engage their key questions.
4) SDCN staff will present a **Virtual Information Session** to key students, faculty, staff, and administrators to learn more about options for engagement, secure buy-in from key stakeholders, and assess the needs of your campus.
5) Conduct SDCN's **Needs Assessment** in collaboration with founding stakeholders to determine SD programming to suit specific campus needs.
6) Establish formal relationship with signed **Service Agreement** specifying goals of core programming and commitments.
7) Schedule appropriate on-campus workshops and join ongoing virtual programming.

Two Options for Partnering with SDCN

1

**Deep Membership
Engagement**

2

**Stand-Alone
Workshops & Events***

*All workshops can be provided virtually.

Option 1: Deep Membership Engagement
A multi-year, benchmark-oriented program

This traditional partnership with schools seeks to build relationships across lines of difference, transform conflicts and create a more welcoming and inclusive climate, with face-to-face skill-building workshops held on your campus.

The goal of Deep Membership is to help you create a program that your campus can eventually run itself. This typically takes several years, but we work with campus leaders every step of the way to customize and create the program that best meets your needs.

Each Year of Deep Membership Provides:	
Robust Training	Up to 32-hours of **in-person workshops of your choice** led by SDI staff (See pages 4 – 5 for options)
Mentorship and Support	Consultation for design and implementation of **1 core programs of your selection** (See p. 3 for options)
Opportunities for Stakeholder Engagement	**Information Session** or **Impact Sharing Sessions** for Campus Leadership led by SDI
Advisor Coaching	On-going monthly confidential coaching for one advisor around new opportunities for leadership and growth.

Deep membership also includes:

- **Virtual Learning Series** for ongoing capacity-building

- **Network Call Series** with other partner institutions

- **Materials**, resources, and dialogue guides for technical assistance & support

- **Evaluation & Impact Analysis** when adequate pre-and post-data is collected

Each year of **Deep Membership** begins at **$15,000.**
Each year of **Deep Membership with Peer-Facilitated SD Retreats** begins at **$18,000.**
This cost may increase if more than one core program is selected per year, or if additional engagements or workshop hours are requested. Travel expenses are not included.
For additional information, please contact (202) 393-7643.

Which Core Programs are right for you?

Our core programs can impact student success, leadership, workforce skills, campus safety, and respectful decision-making processes on campus. Select 1-2 Core Programs to institutionalize each year.

Core Programs	Description
1. **Dialogue Groups**	Enhance communication around challenging topics, increase empathy, gain critical thinking skills, and build an engaged student community with the capacity for making change. Moderators have ongoing support to be as effective as possible while also taking action on campus. Dialogue groups can include the following types of moderators and participants. Schools are welcome to choose multiple options, and our "Addressing Community Needs Through Sustained Dialogue" workshop is designed to teach the skills to lead each of the following. 1) **All-Campus**: Moderators and participants are a broad representation of the campus 2) **Leadership Recruitment**: Moderators and participants are recruited from key leadership positions. 3) **Residential Advisors**: Moderators are Residential Advisors with the goal of having housing more effectively resolve conflict among residents and/or moderate dialogues on their floors. 4) **Topical Divides**: Moderators and participants are recruited around specific divides.
2. **Sustained Dialogue Retreat Options**	Sustained Dialogue retreats are immersive 3 day off-campus events that blend: content education about structural inequality, small group dialogue, relationship building activities, and action planning to create an empowering educational experience for college students. There are two different retreat formats, which are: **1) SDCN- Facilitated SD Retreat:** Professional facilitators from the Sustained Dialogue Campus Network will travel to your retreat site and facilitate the retreat for up to 40 retreat participants from your campus. SDCN staff will manage and facilitate all retreat content, except for fun evening activities for participants, which are to be planned and implemented by the campus (i.e. movie nights). The campus will be in charge of all retreat logistics, including: event site bookings, ground transportation, on-site event logistics, participant recruitment, etc. **2) Peer-Facilitated SD Retreat:** Staff from the Sustained Dialogue Campus Network will work with your campus to help you host and run your own SD retreat using peer facilitators from your campus. To do this, SDCN will provide 32 hours of in-person training to students from your campus who have been selected to serve as moderators for the retreat and will provide ongoing coaching and support leading up to the retreat and will be "on-call" by phone during the retreat for questions but will not be physically present for any portion of the retreat. **Note:** Peer-Facilitated SD Retreats are only available to Deep Member Campuses.
3. **SD Course**	Integrate a curricular component of SD using recommended syllabi with support from SDI staff members and educational experts. Work directly with the SDI staff to learn more about recommended structures and connect with other faculty from across the network.
4. **Faculty & Staff Dialogue Groups**	Provide a space to de-silo departments and increase engagement and retention through ongoing dialogues composed of faculty and/or staff. Help address issues in the classroom and the workplace, and further the goal of building a campus culture of dialogue. This should be non-mandatory and should only be pursued upon request from faculty or staff.
5. **Campus & Community Relations**	Utilize the SD process to enhance relationships between on- and off-campus community members and help address community challenges. **Note**: This offering is only available to schools that have already achieved one year of successful dialogue groups.

More custom options are available in some cases for Deep Members.

Interested in gaining additional skills through stand-alone workshop?
* All workshop offerings can be provided virtually

Workshops that help implement the Sustained Dialogue™ process	Audience	Length
Addressing Community Needs Through Sustained Dialogue™ *Full training in the SD process* This workshop shares how to take action on intergroup conflicts among students, faculty, and staff through these questions: 1) "Can I build skills for being in dialogue with others?" 2) "Can I build skills to facilitate difficult group dialogue when needed?" and 3) "Can I lead a proven dialogue-to-action process in the areas where I see a need?" Individuals committed to learning the process will gain in-depth facilitation skills for dialogue and action. While larger audiences are invited for this entire workshop, **only 8 attendees per invited SD facilitator (i.e. 1:8 or 2:16) can practice moderating with detailed, intensive feedback during participant practice time.**	All	16 hours
SDCN-Facilitated Sustained Dialogue Retreat Professional facilitators from the Sustained Dialogue Campus Network will travel to your retreat site and facilitate the retreat for up to 40 retreat participants from your campus. SDCN staff will manage and facilitate all retreat content, except for fun evening activities for participants, which are to be planned and implemented by the campus. The campus is in charge of all retreat logistics.	30-40 students interested in a 3-day off-campus SD retreat	3 days
Building a Culture of Dialogue This workshop introduces pathways toward a culture of dialogue. This session builds basic skills to begin conversations about supporting students and each other, and introduces practice around using tools for dialogue in everyday situations. This session is not a full introduction to using the SD model from dialogue to action.	Staff / Faculty	1.5 hours*
Building Relationships: Mired in Intergroup Conflict This intervention is for people in conflict who have to work together and cannot (yet or ever) commit to ongoing dialogue. This may involve a variety of SD approaches and other conflict resolution processes as needed. Participants will leave with action steps for how to move forward more effectively together. This offering is not available for first-time inquiries and must be approved by SDCN.	Willing members of groups in specific conflicts	4 – 8 hours
Dialogue Facilitation for First Year Seminar Courses or Faculty Peer Learning Circles This workshop builds on the introductory content of **Introducing Dialogic Practices to First Year Seminar Courses or Faculty Peer Learning Circles** (p.5) and is a more in-depth session for helping faculty and instructors build collaborative classroom learning environments and cultivate participatory pedagogy. This workshop provides facilitation skills to transform discussion and lecture-based classroom environments. This workshop and the experience of participating in facilitated dialogue provide new pedagogical tools with a focus on practicing habits and skills of dialogue. Outcomes include enhanced question asking skills and tools for bridging individual reactions to larger course concepts and academic texts. **Note:** This offering should only be held after request from one or more interested faculty members and should never be mandatory.	Faculty & Instructors	6-8 hours

Skill building Workshops that don't teach the full SD™ process	Audience	Length
Conflict Management Skills Workshop This option helps participants develop four main interpersonal skills: (1) Understanding conflict; (2) De-escalation strategies and the role of emotions in conflict; (3) Communication skills; (4) Problem solving tools, including conflict styles, positions and interests, and more. This workshop can be geared to the general campus or to a specific group (i.e. Residential Life)	All	2 - 8 hours*
Inclusive Leadership Skills Workshop This workshop provides participants from key campus organizations and departments (student affairs, SGA, affinity groups, Greek life, etc.) with the tools and skills to lead their groups more effectively while navigating identity differences, making more informed decisions, and building empathy on campus. This workshop does not require a continued commitment to SD, and is a great way to introduce some aspects of SD to the campus, though it is not a full workshop in the Sustained Dialogue model.	All	4 - 8 hours
Skills for Facilitating Conversations Across Difference This workshop provides general facilitation skills for having better conversations around tough topics, particularly when they relate to identity. This is for groups seeking one-time engagements or to enhance facilitation skills to conduct meetings or ongoing processes rather than for those building a dialogue program. This won't teach how to lead an ongoing structured dialogue process. For those looking to shift culture, we recommend the full SD workshop instead.	Those interested in facilitation who are not using the SD model	4 - 8 hours
How to Dialogue across Political Divides in a Polarized Time This workshop provides general facilitation skills for having dialogue around tough topics, with a special focus on dialoguing across political divides. This is for groups seeking one-time engagements or to enhance facilitation skills to conduct meetings or ongoing processes rather than for those looking to build a dialogue program. This won't teach how to lead an ongoing structured dialogue process. For those looking to shift culture, we recommend the full SD workshop instead.	Those seeking dialogue skills specifically for addressing political divides	4 - 8 hours
Tools for Addressing Challenges in Group Relationships This workshop is for those seeking a lens to better understand group relationships and the challenges that can occur within them. This workshop may be particularly useful for those doing community work involving complex partnerships. This also gives participants tools for analyzing and addressing breakdowns in relationships, including the five key elements of relationship. Individuals will gain in-depth conflict mapping skills to brainstorm with others to impact real intergroup problems. This workshop requires 1 facilitator for every 25 participants.	Those seeking to improve conflictual relationships or leading community work	3 - 4 hours
Introducing Dialogic Practices to First Year Seminar Courses or Faculty Peer Learning Circles This workshop offers beginner skills for building a more dialogic environment in first year courses, peer learning circles, teaching circles, or other structures in which faculty or students already gather in small groups. This offering includes question-asking skills, bridging intent and impact and learning how to build collegial sharing. **Note:** This offering can only be held after request from one or more interested faculty members and cannot be mandatory.	Faculty & Instructors	2 - 4 hours

Sample Workshop Pricing *(effective 1/14/2020)*

Workshop Length	Up to 25 participants	26 - 40 participants	41 – 60 participants	61 – 80 participants
Under 2 hours	$2,500	$3,000	$3,750	$4,500
1 Day (2- 8 hours)	$3,000	$3,750	$4,250	$5,000
2 Days (8$^+$- 16 hours)	$4,500	$5,250	$6,000	$7,000
SDCN-Facilitated SD Retreat	$12,000 for a 3-day off-campus retreat with 30 facilitated content hours. The maximum capacity for an SD retreat is 40 participants.			

Facilitator travel is not included in pricing.
** Engagements shorter than 6 hours or for less than 25 people are led by training associates rather than full time staff. We cannot guarantee specific facilitator requests for any campus. In trying to accommodate specific facilitator requests, SDI gives priority to **Deep Members** (p. 2) on a "first come, first served" basis.*

Next Step for New Schools: Host an Information Session
Led by SDI Staff

What: "What is Sustained Dialogue? How can you get involved?" This session provides an opportunity for SDI staff to speak directly with the stakeholders who you think should be involved. We will share more information about how the SD programs work, what is involved in membership in the Campus Network, the impact it can have on campuses, and how we see SD directly addressing some of the issues or needs you see on your campus.

We recommend that this session be held by videoconference.

Time: 1 – 2 hours, as meets your needs.

Who: Invite potential champions of SD on campus. Consider: student leaders, faculty members, key staff members, deans, directors of relevant campus offices and departments, etc.

How many people? We recommend no more than 15 people, so that each participant can get their specific questions answered. The SDI Staff will work closely with you to create a session that meet the needs of your campus. We will work together to adapt this to address or incorporate the current work at your institution, the questions you have about SD, and directly address the stakeholders in the room.

Cost: The session itself comes free of charge when held by videoconference.