



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

Widespread dialogue processes can transform a campus community. 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 students, faculty, staff, and administrators 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, join ongoing virtual programming, and attend network-wide gatherings.

Two Options for Partnering with SDCN



**Deep Membership
Engagement**



**Stand-Alone
Workshops & Events**



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: <ul style="list-style-type: none">• 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 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	<p>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.</p> <ol style="list-style-type: none"> 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. SD Retreat Options	<ol style="list-style-type: none"> 1) Core SD Retreat: An immersive 3 – 4 day Sustained Dialogue retreat that helps participants delve into issues of identity, polarization, and structural inequities. This retreat strengthens critical thinking and helps participants develop strong relationships across campus. It also assists in energizing a semester or quarter-long SD initiative. This can be done pre-orientation or throughout the academic year. 2) Groups in Conflict Retreat: An immersive 3 – 4 day deep dive into one relationship in conflict. This retreat kicks off regular meetings of specific Sustained Dialogue groups. <p>Note: Retreats that require extensive adaptation of existing retreat-based curricula may incur additional Deep Membership costs.</p>
3. SD Course	<p>Integrate a curricular component of SD using recommended syllabi with support from SDI staff members and educational experts. SDI connects interested faculty members with others across the network, and provides workshops for faculty annually. Work directly with the SDI staff to learn more about the recommended structures and how other campuses are working to make SD a graduation or distribution requirement.</p>
4. Faculty & Staff Dialogue Groups	<p>Provide a space to de-silo departments and initiatives and increase engagement and retention through ongoing dialogues composed of faculty and/or staff. Integrate faculty and staff members into the campus’ SD work, help address issues in the classroom and the workplace, and further the goal of infusing your campus community with dialogue. All faculty involvement should be non-mandatory, ongoing efforts to create inclusive campus environments and classrooms. Note: This offering should only be held after request from one or more interested faculty members and should never be mandatory.</p>
5. Campus & Community Relations	<p>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.</p>

Facilitator travel not included in price. More custom options are available in some cases for Deep Members. For additional information, please contact (202) 393-7643.



Option 2: Workshop Offerings
Host a Stand-Alone Engagement

Interested in gaining additional skills through stand-alone workshop?

Workshops that help implement the Sustained Dialogue™ process	Audience	Length
<p>Addressing Community Needs Through Sustained Dialogue™ <i>Full training in the SD process</i> 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.</p>	All	16 hours
<p>Retreat Moderator Workshop This workshop is for those that will be moderating a 2-4 day SD Retreat. This models each retreat module adapted for a given school context, in order to give moderators the experience of full participation, followed by practice facilitation. This is only available after moderators have received a full SD training.</p>	Retreat Mods	16 hours
<p>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. Note: We recommend this as an additional offering when selecting others on this list, or that this be held virtually at a discount.</p>	Staff / Faculty	1.5 hours*
<p>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 staff, as it requires campus capacity, commitment, and coordination.</p>	Willing members of groups in specific conflicts	4 – 8 hours
<p>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.</p>	Faculty & Instructors	6-8 hours

Skill building Workshops that don't teach the full SD™ process	Audience	Length
<p>Conflict Management Skills Workshop</p> <p>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)</p>	All	2 - 8 hours*
<p>Inclusive Leadership Skills Workshop</p> <p>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.</p>	All	4 - 8 hours
<p>Skills for Facilitating Conversations Across Difference</p> <p>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.</p>	Those interested in facilitation who are not using the SD model	4 - 8 hours
<p>Tools for Understanding and Addressing Challenges in Group Relationships</p> <p>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.</p>	Those seeking to improve conflictual relationships or leading community work	3 - 4 hours
<p>Introducing Dialogic Practices to First Year Seminar Courses or Faculty Peer Learning Circles</p> <p>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 honing question-asking skills, bridging intent and impact and learning how to build collegial and collaborative sharing. Note: This offering should only be held after request from one or more interested faculty members and should never be mandatory.</p>	Faculty & Instructors	2 - 4 hours

Sample Workshop Pricing *(effective 6/26/2019)*

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

** 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. Facilitator travel is not included in pricing.*

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.