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## CELEBRATE 2010 ToP CHAMPIONS

Ramsey County Anti-Racism Leadership Team | St. Paul, Minnesota

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The team celebrates their strategic plan review.

**The ARLT Facilitation Team** supports the mandate to recognize racism in our institution and implement a transformational strategy for change. With 27 members, the Anti-Racism Leadership Team (ARLT) leads this effort across RCCHS. The Facilitation Team of Kathy Gilmore, Jonna Shelomith, Brian Theine has been

challenged to create inclusive processes to engage its participants in a democratic communication and decision-making process. ARLT members are asked to ‘leave their hat at the door’ including formal organizational leaders. Each member has an equal voice. To facilitate such communication, the ARLT facilitator group uses a variety of tools depending on the task at hand.

- **ToP Strategic Planning.** “Since its inception using ToP approaches, the ARLT has created two strategic plans and used a ToP planning process which allows for a large diverse group such as ours to create a common vision with input from all participants through a participative planning process.”
- Additional effective tools, used in tandem with ToP, include:
  - **Authentic Dialogue** is a process which fosters deep listening skills and allows participants to hold varying points of view, without judgment.
  - **Racial Identity Caucusing** is a communication process whereby group divides in to a person of color group and a white group. Each group addresses key discussion topic. The process allows group to identify and learn about identity dynamics which ‘manifest in a complex range of attitudes and behaviors’ and supports institutional racism to be dismantled.
  - **Consensus Decision-Making** through a fist-of-five consensus-building process, where all in group can support a decision. All don’t have to think it’s the best decision, but all agree to they can live with it.

These communication tools have allowed the team to create and implement two strategic plans, arrive at long-term goals for the overall initiative and key work areas. The processes enable the group to build trust, problem solve, learn and plan together.