

## **Shape of Trust Community of Practice Storytelling Session/Interview Guide (2020-21)**

### **Introduction and Purpose**

Thank you all for taking time to participate in this Storytelling Session or in-depth interview. A Storytelling Session is a deep one-on-one discussion to share thoughts on specific topics, allowing free flowing, creative dialog between us, gently guided by questions, and emphasizing the power of stories to elevate truth, elucidate complexity, and foster interconnection.

The purpose of Storytelling Session is to discuss your experiences in co-designing and facilitating the Shape of Trust Community of Practice offered at the City of Seattle over the last year (for supervisors, managers, and HR advisors). I would also like to invite open discussion about the organizational culture of equity and anti-racism at the City--how it has been, where it currently stands, and what you hope or expect it might become in the future. I would like your honest feedback about what went well, what did not go well, what has surprised you, and any changes you have seen in yourself or others, so we can understand the impacts of the Shape of Trust and improve future group learning spaces to build capacity for transformational, anti-racist organizing at the City.

I invite you to participate to the level you feel comfortable. It is possible that sensitive or uncomfortable topics may come up. Please only share what you feel comfortable sharing. You may choose not to answer any question and you may choose to stop participating at any time. In addition, any information you share will be kept confidential and any identifying information that could connect you to your comments will be removed from any notes or summaries of information.

Finally, I would like to audio record this conversation. The recording is used to create transcripts (a typed version of what was said) for analysis. Do you consent to being audio recorded? [*Verify that all participants consent*] If you prefer, I can take hand written notes only and skip the audio recording.

This Storytelling Session should last about one hour. Do you have any questions before we begin?

**Grounding activity:** I invite you to turn your cameras off for this brief grounding exercise (secular mindfulness) that will involve noticing the breath and the body, and visualizing becoming grounded and connected. and will prompt you to turn them back on at the end of the exercise. We begin by finding a comfortable seat or stand... An invitation to uncross the legs if they are crossed and plant the feet firmly on the ground. Feel the places your body makes contact with the chair, the floor... Let us pause to take three of the longest, deepest breaths we've taken all day--at your own pace, no rush. Slowing down and tuning in. Notice what it feels like to be breathing together. Bring your attention to your jaw; if you find any tension, gently invite relaxation and loosening--perhaps wiggling the jaw or allowing the root of the tongue to grow soft... Gently scan down the rest of the body, noticing places of tension or ease. Invite relaxation to tense places. Draw your attention to the soles of your feet... Feel your feet supported by the ground. Imagine roots growing down from your legs and feet into the ground, connecting you to the ground, loved ones, mentors, ancestors, communities you serve, and this Story Circle, despite distance. We remember that so many of our ancestors shared stories in circles, coming together to pass down knowledge and wisdom. I now invite everyone to turn their cameras back on to begin our discussion.

- 1) **Creative free association activity as introduction.** What comes to mind when you hear "trust"... "Shape of Trust"... "trust" [*Each of these prompts is stated; time is given for the participant to pause, reflect, and share; then the next prompt is stated.*]

- 2) **Origin stories.** Can you tell me about the birth of the SoT?
- 3) **Ecosystemic perspectives on the project.** How and why did SoT emerge at this time/way? You have mentioned midwifing this project; how and why have the midwifing of SoT emerged now?
- 4) **Outcomes / Desired or anticipated changes.**
  - a) What were the original intended outcomes?
  - b) How did the outcomes change over time?
  - c) What unexpected or new outcomes emerged?
- 5) **Defining success.** In what ways was SoT a success?
- 6) **Defining failure or limitations.** In what ways was SoT a failure, or did it fall short?
- 7) **Exploring contextual factors.** Can you share how contextual factors or historical/current events influenced the unfolding of SoT?
- 8) **Lessons learned and best practices.** Knowing what you know now and having experienced what you have throughout SoT, what might you do differently?
- 9) **Future planning.** How does your learning as a facilitator in SoT inform future transformational, anti-racist organizing capacity building offerings and initiatives you would put forward / craft / lead?
- 10) **Final sharing.** Is there anything else you wish I would have asked you? Or, do you have any additional thoughts, images coming to mind, or words of wisdom that want to be shared?

### **Concluding Activity**

If you are comfortable, please join me in taking a closing breath. You can lower your eyes to about 45 degrees, letting the eyelids feel heavy, or you may close your eyes as you feel comfortable. Placing one hand on the heart and the other hand on the belly, let us take one deep nourishing breath to close this session.

### **Final Trauma-informed Guidance**

Also, please recognize that this session might have stirred up strong emotions or thoughts. Be gentle with yourself today and make space to process feelings, sensations in the body, or big emotions that might arise.