

# Universal Human Rights Initiative

## Intergroup Dialogue and DEIB Services

*UHRI is a tax-exempt 501(c)(3)  
non-profit organization*

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# Services offered

UHRI offers a sustained series of 1.5- to 3-hour workshops on specific topics, as requested by the client. Individual workshops that address a specific topic related to DEIB or that introduce dialogic communication skills are also available.

## **DEIB Professional Development**

- Communication for celebrating diversity
- Belonging at work
- Inclusive culture, leadership and power sharing
- Conflict management in the workplace
- Managing unconscious bias
- Train your staff or community members to become facilitators of intergroup dialogue for their own communities or professional settings

## **Classroom and school settings**

- Support classroom dialogues and civics projects on topics such as critical media literacy and human rights
- Offer community dialogues among parents or staff or both

## **Individual consultation for design and implementation**

- Support educators with difficult conversations in the classroom
- Address issues of bias and inequity

Series can be carried out over a few days, or throughout a calendar year, as needed.

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# What is Intergroup Dialogue?

Intergroup Dialogue (IGD) is a well-established, research-based model that blends active learning with theory and knowledge of systems of oppression, social identities, and injustices to energize changemakers and promote action.

Our dialogues are facilitated conversations that:

- encourage perspective-taking and empathic skills
- deepen participant understanding of systems of privilege and power
- expand awareness of our own roles in interpersonal, systemic and institutional oppression and liberation
- promote meaningful action in participants' daily lives

We offer dialogues that range from 1.5 to 3 hours in length and are typically sustained over multiple sessions in a series. We also offer workshop-style dialogues that provide meaningful, yet brief experiences if a longer series is not possible.

The IGD framework generates equity-focused transformative personal change, which can be applied to participants' core environments, such as workplaces, community efforts, schools and more.

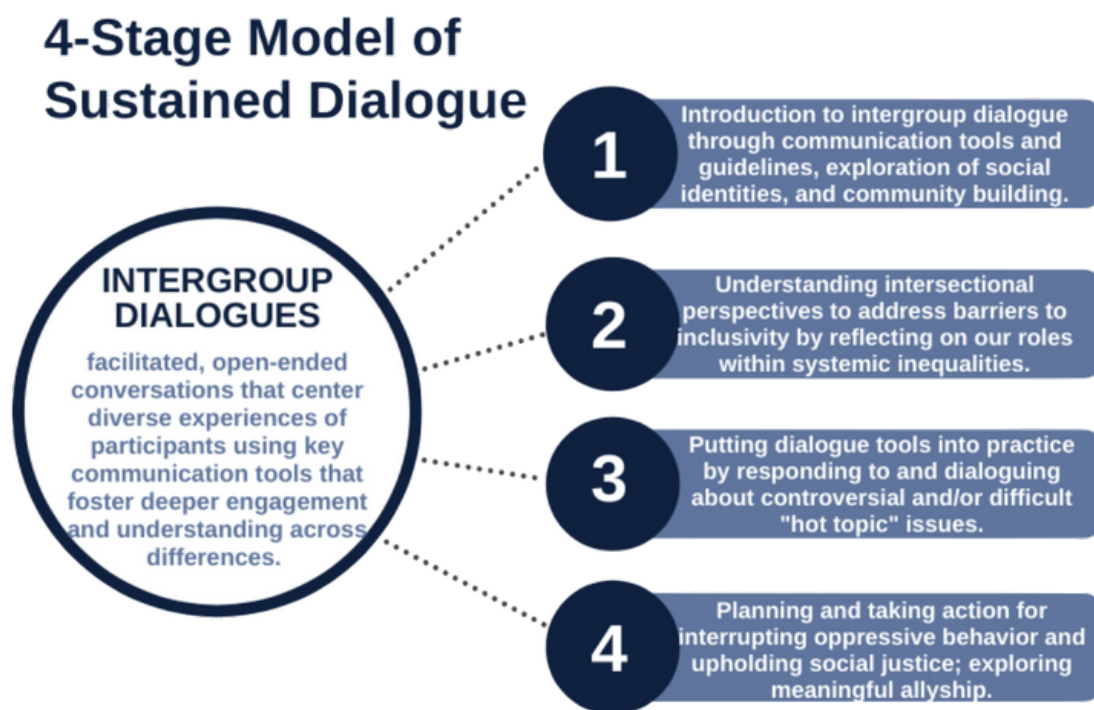
We have facilitated intergroup dialogues in a wide variety of settings, such as businesses, educational and medical institutions and local communities. To see a list of our partners, visit [www.uhri.ngo/partners](http://www.uhri.ngo/partners).

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# The 4 stage model

Our interactive dialogues promote communication tools that aid participants in engaging with people they might not otherwise feel connected to. We incorporate a four-stage model (developed at the University of Michigan, UCLA and other institutions) which promotes listening actively and self-reflecting on each other's experiences, engaging in difficult conversations, and exploring meaningful actions that we can take for ourselves and our communities.



Research has shown that participation in IGD increases participants':

- awareness of biases
- self-reflective skills
- comfort navigating difficult conversations and conflicts

Robust evidence on the application of IGD in higher education settings suggests successful outcomes in identity and ally development, attitudinal changes, critical consciousness raising, and action preparedness.

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# The 4 stage model

## Stage 1:

- Build group cohesion (trust) and practice dialogue
- Define intergroup dialogue and how it is different from debate or discussion
- Provide communication guidelines for having conversations around difficult or controversial topics that might produce discomfort and conflict
- Explore how to move beyond stereotypes and build unity
- Explore commonalities and differences
- Introduce intersectional explorations of identity

## Stage 2:

- Practicing our understanding of an intersectional perspective
- Explore implicit and explicit bias
- Offer activities around recognizing and addressing microaggressions, oppression and -isms
- Share stories around our roles in structural and systemic inequality

## Stage 3:

- Practice dialogic skills by responding to current controversial issues or topics
- Or, dialogue around difficult issues facing the client, taking time to explore and dialogue around differences and solutions

## Stage 4:

- Explore how to interrupt oppressive behavior
- Present on group action projects, addressing how to take meaningful action at individual and collaborative levels

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# Current Initiatives

## Community dialogues

- Free community dialogues for people across the globe
- Youth empowerment
- Partnerships with city organizations to bring dialogues into their communities
- Dialogues on homelessness

## Professional development

- Company workshop series/retreat
- Brown bag lunch dialogues
- Conference sessions
- Facilitator training
- Individual consulting to support planning and implementing

## Academic setting


- Independent and public schools (administrators and educators)
- Ongoing and standalone sessions for students and/or faculty/staff
- Pre-service educators in training
- Partnerships with institutions such as Nobel Peace Center, and California State University to train students, faculty and staff to address social justice issues and facilitate dialogues in their local communities

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# Our facilitation team

## **Manpreet Dhillon Brar, PhD.**



Manpreet Dhillon Brar (she/her/hers) is the Director of Intergroup Dialogue Programming at UHRI. She has a doctorate from UCLA in Human Development and Psychology and has published and presented her work on civic engagement, dialogue, societal “isms” and immigration at various national conferences. She has completed training for intergroup dialogue at the University of Michigan and at UCLA and has facilitated classes on race, gender and other social identities at multiple higher education institutions. Manpreet is also an assistant professor of psychology at Cal State San Bernardino, and works as a diversity and inclusion consultant with various private and public organizations. Manpreet’s goals are to continue her work with racism, sexism and other isms in order to promote inclusion within schools, community, and professional settings through a critical examination of systemic oppression and building accomplices across political divides.

## **Abigayel Bryce**



Abigayel (she/her/hers) is a Content Editor and Intergroup Dialogue Facilitator at UHRI. She is currently earning her MSW at Sacred Heart University. She is a certified facilitator, trained in the University of Michigan’s intergroup dialogue model and has been facilitating with UHRI since 2020. Through dialogue, social work and storytelling, she aims to equip and support the public in leveraging creativity to drive personal actions to create change; and holding space for diverse stories to promote liberated social imaginations.

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# Our facilitation team

## **Rebecca Cannara, MA**

Rebecca Cannara (Executive Director, she/her/hers) has worked in social work and education for the past 20 years. She has served youth and families experiencing homelessness, developed a cooperative preschool, and produced online curriculum for middle school and high school level mathematics courses. She is a trained mediator and domestic violence counselor and has a master's in Education from UCLA, where she conducted research on providing intergroup dialogue as part of the professional training of pre-service educators. She received her training in the University of Michigan model of intergroup dialogue at UCLA and is a member of the Academy of Professional Dialogue.



## **Jouslynn Griffin**

Jouslynn Griffin (Black, she/her/hers) is a passionate racial equity advocate. She holds a master's degree in Business Administration, is a certified DEI in the workplace facilitator and is a Human Resources professional with 15 years of public and private H.R. experience. Through her H.R. consulting firm, she conducts workshops that seamlessly blend popular culture, scholarly sources, and personal experiences to have safe and brave conversations about race, impactful, educational, and humorous. Her straightforward approach is honest, raw, and suitable in this time of racial equity and social justice awareness. Jouslynn believes in the dynamic work of racial reconciliation and the anti-racist movement. She believes sharing authentic stories and talking about real issues is the key to healing from the trauma that is racism. She is active in her community as a Victory Bible Church member and a Girl Scout Troop Leader. Jouslynn serves as a board member to The Convalescent Aid Society, The Pasadena Branch of the NAACP, and is the Chairwoman of Women in the NAACP (WIN) committee. Jouslynn is a mother of three and lives in Altadena, C.A.



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# Our facilitation team

## **Alisa Orduña, PhD**

Alisa Orduña (she/her/hers) is a practitioner, policy analyst, collaborator and thought leader in the urban community development field, working in policy formation and change management in neighborhood development and homelessness services. She has worked in both the public and nonprofit sectors for the past 25 years. Alisa runs the Florence Aliese Advancement Network LLC (FAAN), to support women of color leaders in the community development field and to provide technical assistance to nonprofit and governmental organizations in the areas of homelessness policy, community building/engagement, and racial healing and reconciliation. It is her life mission to re-imagine neighborhoods as beloved communities where residents of all diversity have a sense of belonging and resources to thrive.

Alisa holds degrees from Xavier University of Louisiana, the University of Pittsburgh, And Pacifica Graduate Institute, where she is completing a doctorate degree in Depth-Psychology, with a specialization in Community, Liberation, Eco-Psychology.

## **Francine Ortega, LCSW**

Francine Ortega, LCSW, (Dialogue Team, she/her/hers) is a licensed clinical social worker with a passion for social justice. She is a bilingual Latina raised in Southern California who is committed to serving the Latinx community. For the past twenty years, Francine has worked in a variety of mental health settings with children, youth and families, including therapeutic nursery school, school-based counseling, outpatient community mental health, and early childhood mental health consultation. She sees her mental health work with clients and communities as avenues for both healing and empowerment. For Francine, facilitating intergroup dialogue is an exciting extension of her clinical work, as it seeks to promote individual and system growth and change using the powerful tools of communication and reflection.

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# Our facilitation team

## **Janice Oyama**

Janice Oyama (pronouns: she/her) has worked in the nonprofit/social services field for over a decade where she supported vulnerable populations through program development, behavioral therapy, crisis intervention, and case management. Janice is trained in trauma-informed care and as a domestic violence counselor. She also earned her certification in diversity & inclusion, change management, and as a professional leadership coach. These deepened Janice's passion for developing herself and others, strengthening collaborative partnerships, as well as advocating for positive change in underserved communities. She's committed to fighting for social equity and values intergroup dialogue as an effective method to understanding other people's experiences and broadening our perspectives.



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