

Create your own Pathway (Delete this page)

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2. To help your formatting, turn on guides by selecting **view > guides > show guides**.
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MOSAIC

Pathway on [Title here]

Thank you for being here!

Welcome to a community of people who are motivated to create cohesion through courageous conversations. We hope that these MOSAIC Pathways will support you to have healthy conversations about complex topics, so that we can collectively move closer to a more peaceful and inclusive society.

We know how busy life can get and that it can be difficult to find the time to be fully prepared for these conversations. Our team has designed this pathway as one possible way to structure a conversation around this topic. We welcome your feedback and suggested changes for this pathway, and any ideas you have for other pathway topics.

Introduction

[Insert introduction to the pathway here]

Setting up the Conversation

Before getting stuck into the conversation, think how you might create a space that encourages open dialogue, vulnerability with purpose, and constructive engagement, where everyone involved feels empowered to share their experience without fear of judgment.

We encourage appropriate ice breaker and safety check out activities. We believe alongside those activities that this pathway can range in time from 1.5 hours to 3 hours.

DEFINITIONS:

[Word]

[Definition description and relevant reference or link]

[Word]

[Definition description and relevant reference or link]

CREATING A SAFE AND ACCOUNTABLE SPACE:

1. Acknowledge Diverse Experiences: Begin by acknowledging the diverse experiences present in the room. Everyone brings unique perspectives shaped by their backgrounds, identities, and lived experiences. This recognition lays the foundation for understanding and empathy.

2. Variation in Knowledge Levels: Recognise the varying levels of knowledge about the topic. Some participants may be well-informed, while others may be exploring these concepts for the first time. Encourage an open mind and an attitude of curiosity for learning from one another.

3. Sharing Personal Stories: Emphasise the importance of sharing personal stories, which can humanise the discussion and deepen understanding. Participants should feel empowered to share their experiences, knowing that doing so enriches the conversation.

4. Ground Rules for Support: Establish ground rules for supporting each other throughout the conversation. Encourage active listening, empathy, and validation. Create a space where participants can express their thoughts and feelings without fear of judgement.

5. Checking Comfort Levels: Set guidelines for checking in on comfort levels. Acknowledge that discussions around these topics can evoke

strong emotions. Encourage participants to communicate when they need a pause or additional support.

a) Check-in with Young Indigenous & People of Colour: Recognise that these topics/conversations may be more personal for young people of colour. Consider checking in with them individually before the session to gauge their comfort levels and address any concerns. During the conversation, be attentive to their reactions and provide opportunities for them to share or opt-out as needed.

b) Addressing Power Dynamics: Be mindful of power dynamics within the group. Ensure that everyone has an opportunity to speak, and actively intervene if dominant voices overpower marginalised perspectives. Facilitate with an understanding of the intersectionality of identities and how they contribute to varied experiences of discrimination.

6. Respecting Dissenting Views:

Acknowledge the potential for differing opinions and viewpoints. Create an environment where dissenting views are acknowledged and discussed constructively through respectful dialogue.

However, dissenting views do not mean participants are entitled to express views that

are violent, discriminatory, or question the existence of other people. Respect for differing views does not include tolerating hateful and harmful speech. Ensure that conversations remain within the bounds of respectful communication, within an atmosphere where participants feel safe and valued. Encourage discussions that promote understanding rather than perpetuating harm and address any language or behaviour that may be harmful or disrespectful to others.

SUPPORT AND CARE FOR YOUNG PEOPLE:

1. Recognise Vulnerability: Understand that young people, especially those from marginalised communities, may feel vulnerable discussing these topics. Create an atmosphere that respects and values their emotions and perspectives.

2. Provide Resources for Support: Offer resources and information for additional

support. Encourage participants to seek help if needed, offer a post workshop support sheet.

3. Empower Through Education: Empower young people through education. Provide resources that help build resilience and self-esteem. Highlight positive stories and examples of resilience within their communities.

4. Anti-Racist Practice: Incorporate anti-racist principles into facilitation by emphasising the importance of dismantling racist structures and promoting inclusivity. Encourage young people to explore how they can actively contribute to anti-racist practices in their lives and build a sense of collective responsibility in creating a more equitable and just society.

5. Encourage Allyship: Encourage participants to support one another, learn from shared experiences, and work together towards a more inclusive and equitable future.

MOSAIC CARDS

These are the recommended MOSAIC cards you can use to explore this pathway. Some additional questions have been added to connect the cards.

[CARD #]

[Description]

[CARD #]

[Description]

[CARD #]

[Description]

[CARD #]

[CARD #]

[CARD #]

Supporting Resources

Here is a selection of relevant resources for facilitators and workshop participants to explore the topic of **[insert name of pathway here]**. We recommend that you engage with the resources beforehand; however, they may also be built into the structure of the session where appropriate.

FOR EXAMPLE [DELETE/REPLACE]:



Movie

“ZOOTOPIA” (2016)

An animated film that addresses stereotypes and discrimination in a way that is accessible to younger audiences.

PG, 1 hour 48 minutes

Where to find it

Google Play, Apple TV, Disney+

Level of understanding:

Basic

[Resource type]

[TITLE]

[Brief description]

[Extra information]

Where to find it

[xxx]

Level of understanding:

[Level of understanding]

[Resource type]

[TITLE]

[Brief description]

[Extra information]

Where to find it

[xxx]

Level of understanding:

[Level of understanding]

[Resource type]

[TITLE]

[Brief description]

[Extra information]

Where to find it

[xxx]

Level of understanding:

[Level of understanding]

[Resource type]

[TITLE]

[Brief description]

[Extra information]

Where to find it

[xxx]

Level of understanding:

[Level of understanding]

[Resource type]

[TITLE]

[Brief description]

[Extra information]

Where to find it

[xxx]

Level of understanding:

[Level of understanding]

The Conversation

A. Getting started

[Description text here]

[Question/card]

[Description text here]

- [Follow up questions]

[Question/card]

[Description text here]

- [Follow up questions]

[CARD #]

B. Getting Deeper

[Description text here]

[Question/card]

[Description text here]

- [Follow up questions]

[Question/card]

[Description text here]

- [Follow up questions]

[CARD #]



C. Wrapping up

[Description text here]

[Question/card]

[Description text here]

- [Follow up questions]

[Question/card]

[Description text here]

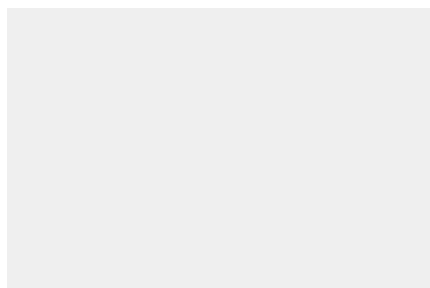
- [Follow up questions]



After the Conversation

More learning

You might be keen to continue with your learning about this Pathway. Here are some extra resources that can deepen understanding.



[Resource type]

[TITLE]

[Brief description]

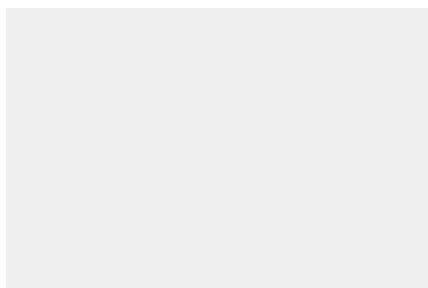
[Extra information]

Where to find it

[xxx]

Level of understanding:

[Level of understanding]



[Resource type]

[TITLE]

[Brief description]

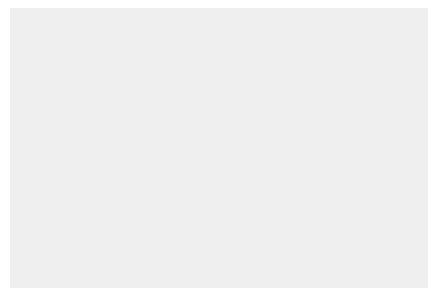
[Extra information]

Where to find it

[xxx]

Level of understanding:

[Level of understanding]



[Resource type]

[TITLE]

[Brief description]

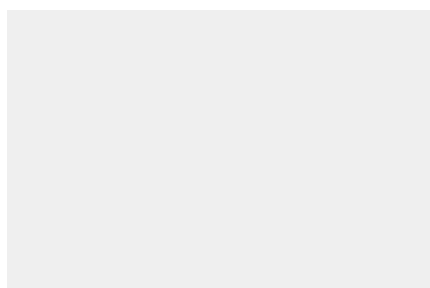
[Extra information]

Where to find it

[xxx]

Level of understanding:

[Level of understanding]



[Resource type]

[TITLE]

[Brief description]

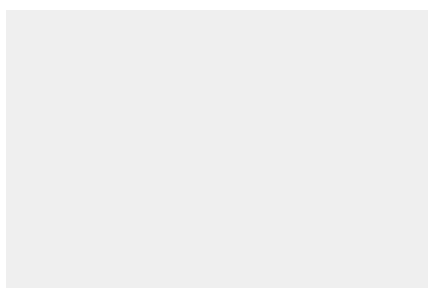
[Extra information]

Where to find it

[xxx]

Level of understanding:

[Level of understanding]



[Resource type]

[TITLE]

[Brief description]

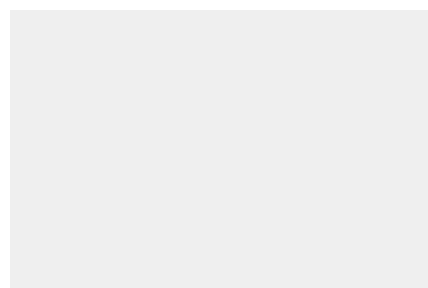
[Extra information]

Where to find it

[xxx]

Level of understanding:

[Level of understanding]



[Resource type]

[TITLE]

[Brief description]

[Extra information]

Where to find it

[xxx]

Level of understanding:

[Level of understanding]

Support

We know these conversations can be difficult and bring up a range of experiences and deep emotions, which is totally valid. If you would like some support, here are some contact details for suggested support organisations and communities.

Here is a list of organisations that can support young people in Aotearoa New Zealand:

Youthline:

Text: free text 234

Online chat: youthline.co.nz (external link) Email: talk@youthline.co.nz

Phone: 0800 376 633

Rainbow Youth:

<https://ry.org.nz>

Qtopia:

<https://qtopia.org.nz>

Recreate NZ:

<https://www.recreate.org.nz>

Aroā Wellbeing:

a space created by rangatahi for rangatahi

<https://www.aroawellbeing.co.nz/>

NetSafe:

<https://netsafe.org.nz/race-based-online-abuse/>

ActionStation:

<https://actionstation.org.nz/annual-reports/2018/blog/we-re-training-and-organising-volunteers-to-tackle-hate-one-online.html>

InsideOut:

<https://insideout.org.nz/resources/>

ICON:

In Case of Online Negativity: options for young people dealing with online harm.

<https://icon.org.nz/>

