# Breakout Session #1 (approximately 20 minutes)

1. Assign a **timekeeper** who will tell everyone when it’s time for a new presenter to speak. Each person should have approximately 3-5 minutes to be the presenter.
2. Assign a **notetaker** to write down the ideas of everyone in your breakout room. That person is tasked with emailing everyone their idea after the session.
3. When we come back together, Debra will ask for some volunteers to share their ideas with the whole group.

**Each of you has just taken a few minutes to write down some ideas about things that you, personally, would like to do. We know that we only gave you three minutes. So now, use this time in your smaller group to dig deeper and unpack the ideas with colleagues. Ask one another questions to better understand what everyone is considering.**

* Going around the group, each person will present their idea (less than 1 minute) and then be asked follow up questions by the group (2-4 minutes per person)
* Colleagues - join the presenter in a discussion about their idea. Dig a little bit deeper to help them expand their thinking. Perhaps these questions may help. Don’t hesitate to make up your own questions as well.
  + What excites you about this idea?
  + What makes you nervous about this idea?
  + Why did you choose this idea in particular?
  + What do you need in order to make it successful?
  + What is the potential impact this might have?
  + If time remains, start to think about what you, individually, will do to implement this idea. Who might be able to serve as your accountability partner? What do you need to do to make this achievable?

# Breakout Session #2 (approximately 15 minutes)

In addition to each of our personal goals, if we worked together to move the needle on racial equity in our school and/or broader community, what would we want to do?

* Identify one specific SMART goal that your group wants to work on. Identify the next three steps you want to take in order to move this work forward in your school/broader community. Identify the first few questions you want to answer in order to move the work forward.
  + Who is doing what, by when?
  + How often will you communicate with one another to check in on progress?
* If the first prompt is not ideal for your group, or if time remains, consider any of the following prompts.
  + Talk about your current school culture. How do you imagine that work about Race and School culture could potentially impact your school community and/or their interactions with the broader community? What steps might need to be taken to get closer to that impact?
  + How might you develop a method for tracking the success of your work?
  + Identify the questions that your group would like to answer before deciding on a specific goal. What are the next three steps you would take to answer those questions? Are there specific people you’d like to bring into the conversation?