

## Template for a One-to-One

### Lineages of Organizing Listening Program Birmingham, AL

There are many ways to conduct a one-to-one, and each meeting will be different depending on the participants and the circumstances.

A one-to-one conversation is the basic building block of the Lineages of Organizing Listening Program. A one-to-one meeting can be held in person at a coffee shop or other safe place where a private conversation can take place, or via Zoom or other virtual meeting tool. The entire one-to-one should be about 60 to 90 minutes long.

A one-to-one conversation generally involves two people. One participant invites the other to do a one-to-one, sharing information about the Listening Program and its purposes.

It's the responsibility of the inviting participant to guide the conversation. You may want to go first in each part of the conversation in order to model what is needed.

Take the first five minutes for introductions, a couple of minutes each. You might share how your day is going and what issue of concern is primary for you in your thinking and organizing.

Then, each of you take up to fifteen minutes to share your own journey — how your personal story intertwines with your concern for racial, economic, and social justice. If you have been part of, or inspired by, an organized social justice movement, which “Lineage of Organizing” are you coming from and how are you connected with it? Speak from the heart — go deep, be real, don't try to impress. During this time, the job of the listener is to listen. It is ok to ask questions to encourage the talker in the sharing of their story, but resist the urge to begin talking about how their experience relates to yours. Take in what you're hearing, appreciating that it is an honor for this person to be sharing with you at this deep level.

At the end of the fifteen minutes, switch roles — the listener becomes the talker, and the talker becomes the listener.

Following these sharings, take five minutes each to talk about what transformations you long for and are working for in society. These can be changes you would like to see from local to worldwide, from philosophical to concrete. The Listening Program grows from a lineage of organizing — the Southern Conference Movement — whose historical insight is that racism is the linchpin holding the whole structure of economic exploitation in place. We encourage visioning that foresees a movement to eradicate racism and leave a liveable planet for our children.

At the end of these five-minute visioning sessions, you will want to express your appreciation to one another for this time together.

As the meeting draws to a close, the inviting person asks the invitee whether they would like to be kept informed of Listening Program activities, and shares with them that training for doing one-to-ones is available in the program. Afterward, please report that the meeting took place by sending an email to Judy at [wb4bl@att.net](mailto:wb4bl@att.net) or to Ashley at [bhamsurj@gmail.com](mailto:bhamsurj@gmail.com). If the invitee would like to be kept informed, please send us their email address.

#### TIMER-ASSISTED METHOD:

For friends who know each other well, or for individuals who need to get their story of commitment to the cause “off their chest,” this method can be very effective. It tends to aid the participants to go deep in telling their stories, and can lead to feelings of relief and healing as stories are heard with interest and respect. It can also help the conversation partners to control the time parameters of their conversation. To use this method, use your phone to set a timer for the two 15-minute personal-journey sections of the

conversation, and the two 5-minute visioning sections. It is helpful to take a minute-long break following each of the two 15-minute personal-journey sections. During these brief breaks, bring your attention to present-time matters like the coffee shop or the weather, to clear your minds and get ready to switch talker/listener roles.

With questions, or for further guidance or information, please contact Judy Hand-Truitt at 205-223-5681.

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