



RAD: RELATIONSHIPS ACROSS DIFFERENCES

The Case for Action:

Division and polarization are splintering our world.

The predictable future is an accelerating spiral into chaos.

The way the future could be:

If people had a simple, weekly opportunity to build real connections across their differences — we could weave a world where the stranger across the divide becomes a neighbor, and healing becomes not a hope but a practice: one conversation, one relationship at a time. Across every divide. Until the world remembers it is not as broken as it once believed.

Structure, Agreements & Conversation Design

Arrival & Format

Arrive on camera **5–10 minutes early** — we open with key information and intentional pairing that cannot be repeated. We'll make the wait worthwhile with musical snacks and quiz questions! We cannot admit participants after the official start time of **11:00 a.m. ET (10 CT / 9 MT / 8 PT)**.

Each session includes:

- **Opening (10 min)** — whole-group framing on that week's topic
 - **Breakout conversations** — in intentionally mismatched pairs or triads
 - **Closing (5 min)** — brief reflections, collective chat witness, community building
 - **After-session (optional)** — feedback, questions, and leadership involvement
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Weekly Topics & Pairings

Rather than letting people drift toward comfortable connections, we intentionally pair across a specific difference each week — which is why we ask how you identify for each topic at registration:

WEEK	TOPIC	DATE
1	Religion & Spirituality	June 6
2	Culture	June 13
3	Gender & Identity	June 20
4	Race	June 27
5	Politics	July 4
6	Sexual Orientation	July 11

Conversation Structures

We use a few specific formats designed to build genuine connection rather than debate:

Constructivist Listening (Dyads) Partners take equal, timed turns speaking and listening. When listening: no comments, no reactions — just presence. Honor the silence even when it feels uncomfortable. The discomfort is part of the learning.

Deep Listening / Recreating At times you'll be invited to reflect back what you heard — not repeating words verbatim, but capturing the emotions, meaning, and gravity of what your partner shared, in your own words. You'll then receive feedback on how it landed. It takes practice — be gentle with yourself and each other.

Self-Reflective Prompts Questions will invite origin stories rather than opinions — *"Tell me about a moment that formed how you see X"* rather than *"What do you think about X?"* Stories invite curiosity. Positions invite debate. Speak only from your own internal experience.

Appreciative Inquiry Structured questions designed to understand what someone values and why — not what they oppose.

The Chat as Collective Witness After breakouts, drop one word or sentence into the chat about what you noticed in *yourself* — not what your partner said. No debate. Just collective reflection.

RAD Agreements

1. Show up fully. On time, on camera, present. Put distractions away. Even when speaking or remembering a story — stay with the person in front of you.

2. Speak from your own experience. Use "I" not "they." Share what shaped you, not what you conclude. Your story is welcome. Your verdict on others is not needed here.

3. Get curious before you get certain. When you feel the urge to correct or convince — pause. Get interested in what created their world before defending yours. If you notice an assumption, write it down. We'll share a process for questioning them.

4. Honor the silence. After someone shares, wait. Let it land. Thirty seconds of silence is not emptiness — it's respect.

5. What's shared here, stays here. Stories told in this space belong to the person who told them. You may share your own experience of the conversation — not theirs. *If you are not ready to commit to this agreement, please do not register.*

6. Notice yourself. This conversation is a mirror. Curiosity and discomfort are both information. Stay with what arises in you.

7. No fixing, no saving, no debating. You are not here to change anyone. You are here to know someone.