

The Becoming a Reconciling Community Initiative

Crafted and Facilitated by the Westmont Community Development Center

Five Essential Community Practices

Since 2008, Arrabon developed a process to equip Christian organizations like yours to move towards faithfulness in becoming a reconciling community.

The Arrabon Process will equip and empower your organization with the following five essential community practices:

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- Minority Support Within the Organization
- Shepherding the Complicated Emotions of Fear, Anger, Grief, and Shame

Student Life Staff

- Gaining a shared knowledge, language, and vision for the entire Westmont Community.
- Staff Development
- Student Formation
- Student Leadership Development
- Minority Student Support
- Programming
- Shepherding the Complicated Emotions of Fear, Anger, Grief, and Shame

Faculty

- Understanding Gen Z
- Cultural Intelligence Integration

Plan of Action

14 Step Process

Below is a description of the fourteen steps in the Arrabon Process that will occur over eight visits in two years to the Westmont Campus. (Two visits per semester)

1. **Discipling Four Complicated Emotions Workshop** - In light of recent national events, we recommend that the Westmont Faculty and Staff engage in a development workshop called Discipling the Four Complicated Emotions. In general, conversations around race, class, and culture can bring up strong and unexpected emotions of fear, grief, anger, and shame. In a time of racialized crisis, these emotions are heightened. In this workshop, the Arrabon Team will equip the Westmont Faculty and Staff with the wisdom and skills for how to navigate, shepherd, and disciple students through complicated emotions uniquely triggered by the complicated issues of race, class, and culture. Skillfully navigating through these complicated terrains can lead to richer discussions and prompt people towards meaningful action in becoming a reconciling community.
2. **Student Focus Group Survey & Interview** - Arrabon will conduct an online survey of all students at Westmont to gain a better understanding of their thoughts and attitudes in regard to reconciliation and cultural intelligence. Additionally, Arrabon will conduct targeted interviews with students of color in their sophomore, junior, and senior years to gain further insight into the minority student experience at Westmont. Insights from the survey and interviews will be reported back to the Becoming a Reconciling Community Initiative (BaRC Initiative) Leadership Team.
3. **Faculty Focus Group Survey & Interview** - Arrabon will conduct an online survey of all Westmont Faculty and Staff to better understand their thoughts and attitudes in regards to reconciliation and cultural intelligence. Additionally, Arrabon will conduct targeted interviews with faculty and staff of color to gain further insight into the minority faculty/staff experience at Westmont. Insights from the survey and interviews will be reported back to the Becoming a Reconciling Community Initiative (BaRC Initiative) Leadership Team.
4. **Leadership Team Workshop** - Workshop for a selected group by Westmont consisting of the President, Executive Team, Student Life Staff, and Faculty, will participate in the Becoming a Reconciling Community, a 2-Day Workshop. The purpose of gaining a shared knowledge, language, and clear vision of what success looks like when your organization is a practicing reconciling community.
5. **Leadership Team Feedback & Strategic Recommendations** - Arrabon will provide a feedback loop with the President, Leadership Team and Student Life Staff about how they can engage with and implement the results from the focus group and the clear vision that came out of the Becoming a Reconciling Community Workshop.
6. **Student Life Staff Workshop** - Student Life Staff will participate in

7. **Student Life Strategic Planning & Programming** - Arrabon will work with the Student Life Staff to develop programming and other best practices and implement the BaRC Initiative across a diverse body of students and Staff.
8. **Student Life Feedback and Coaching** - Arrabon encourages feedback at all stages of the implementation process. After the completion of the first full school year, Arrabon will walk the Student Life Staff through an evaluation process of the teams' experiences. Based on these evaluations, Arrabon, Student Life Staff, and the Leadership Team will develop a second-year strategy for implementation in the next full ministry year.
9. **Faculty Equipping Workshops** - Each semester Arrabon will host a workshop to equip Faculty with tools and skills on how to shepherd and empower students in the BaRC Initiative.
10. **Student Leadership Development** -