

Q League Retreat Fall 2011

October 8, 2011

Muir College: Mandeville Suite (Top Floor of Tioga Hall)

Time	Activity
8:00 AM	Arrival and Breakfast <ul style="list-style-type: none"> • Light community breakfast (potluck style) • Table topics
9:00 AM	Introductions and Ground Rules
9:30 AM	Team builder/Energizer Tree and Squirrel game (Alina and Eliseo)
10:30 AM	Break
10:45 AM	Who are we and who do we want to be? <ul style="list-style-type: none"> • Sharing org purposes • Charting
11:30AM	Workshop (Funding an organization) –Claire
Noon	Lunch (on your own)
1:00pm	Team Builder: Tentative--Move your butt
1:30pm	Social Justice Activity: Building Common Ground
3:30pm	Quality Time/Long Break
4:00pm	Our stories/sharing stories
5:00pm	Workshop (Facilitation) <ul style="list-style-type: none"> • Do's and Don't • Sharing out/stories
6:00pm	Break (feel free to eat during next session)
6:15pm	Action Planning <ul style="list-style-type: none"> • Small groups—Workshops that you want to present throughout the year • What do we want to do collaboratively? • What about the next Q league meeting? (Jan 21, 2012)
7:15pm	Check out/Touch Someone Who
7:45pm	Clean-up <ul style="list-style-type: none"> • Lock all doors • Turn off all lights
8:00pm	Retreat ends

Things to bring:

- Paper, pens, markers, large post-its
- Comfy clothes
- Blankets and Folded Chairs (not enough chairs provided by Mandeville Suite)
- Snacks
- Breakfast foods
- Lunch/Dinner (on your own)

Icebreakers/Energizers/Teambuilders

Move Your Butt!

Create one circle of chairs. Everyone has a chair except the person standing in the middle of the circle. That person yells out "Move your butt if... _____" and states something true of themselves. Anyone for whom that statement is also true must get up and find another chair to sit on (you cannot sit on a chair directly next to you). Repeat.

In Sync

Each home group has chosen already chosen a name. Now think of a brief motion your group members can do in unison to demonstrate who you are as a group. Whenever we call out "In Sync," your group will demonstrate your unique motion.

Lava Walk Activity

Rope out your course (at least 8ft x 8ft). Lay down "rocks" (rubber mats or squares) for participants to step on while inside the boundaries. Basically, you can decide how to lead the actual activity. The objective is to get a group from one corner to another. All participants have to be inside before anyone can leave the boundaries. If anyone steps or falls into the "lava", then they lose the use of that "limb" (or you can have them start over). Once a member of the team touches a "rock" there must be someone touching that "rock" from then on. If they stop touching the "rock" then they lose that "rock."

Once everyone gets out of the boundaries debrief by talking about communication role and teamwork.

Sharing Our Stories

Now that you have a listening partner, we are going to introduce ourselves. We will take turns talking for 3 minutes about who we are. When one person is speaking, the other only listens. I will tell you when the 3 minutes are up, and then we will switch the speaking and listening roles.

Please pay very close attention, because I will ask for volunteers to introduce their listening partner to everyone else here. This is the one time when you will not use “I” statements, but rather you will talk about someone else. And, if you don’t want everyone to know your secrets, like an obsession with country music, then leave that out of your personal story.

But, I have one special instruction: Do not talk about your coming out story. Do not talk about coming out to other people, or to yourself, at work or at church or to your classmates. You can talk about your girlfriend or boyfriend, if you happen to have one, but not about coming out to each other’s families, or what it feels like to be a same-sex couple, etc. This is the opposite of your coming out story. Instead, talk about where you grew up, what your hobbies and interests are, what you want to be when you grow up, do you have a cat, all that fun stuff.

Will TBA please introduce their listening partner? Etc.

- How easy or difficult was it for you to leave out your coming out stories?

Coming Out

Okay, now we will repeat the listening exercise. This time, we will tell our coming out stories. I will give you three minutes to describe when or how you came out to yourself, to family, friends, classmates, roommates, at church or work, and so on. If you have not come out to someone, or in some part of your life, talk about why. Imagine what it would be like to come out, both the positives and negatives. Talk about coming out in any way that relates to sexual orientation or gender identity. This time, we have 5 minutes each to listen and speak. When we are done, we’ll have a group discussion. I won’t ask anyone to speak about their listening partner this time, either.

- What has coming out meant to us?
- Some examples? Anyone come out as different labels within our community, for ex. Both “gay” and “queer”?
- Anyone talk about ways they have not come out?
- What were reasons why we have not come out?
- Do you think “coming out” is one thing all LGBT people share?

Building Common Ground

Instructions

- Let's all stand in one large circle.
- What can we tell about each other by looking around this circle?
- In a moment, I will make a series of statements. If what I say is true for you, please walk to the center of the circle.
- Remember it is okay to pass if you do not feel comfortable stepping into the center of the circle. Pay attention to how you feel as you decide whether to step forward.
- This is a silent activity. Please hold your comments and thoughts until the end.

Questions

1. If you were born with a female body
2. If you were born with a male body
3. If you were born with an intersex body
4. If you are the first in your family to attend a college or university
5. If you have ever celebrated Ramadan
6. If you have ever celebrated the Lunar New Year
7. If you have ever celebrated Yom Kippur
8. If you have ever dated someone of the opposite sex
9. If you have ever dated someone of the same sex
10. If your heritage is Asian or Pacific Islander
11. If you are Chicano/a or Latino/a
12. If you are white or of European descent
13. If you are black or of African descent
14. If your heritage is Native American
15. If your heritage is Middle Eastern
16. If you have a multi-ethnic heritage
17. If you have ever wanted to change the color of your skin
18. If you have ever worn a dress
19. If your faith is Christian
20. If you grew up in the Catholic faith
21. If your faith is Buddhist
22. If your faith is Hindu
23. If your faith is Pagan
24. If you are atheist or agnostic
25. If, when growing up, your family did not always have enough money to get by
26. If you have ever been sick or ill to the point where you were near death
27. If you have ever had to translate English for a family member
28. If you have ever marched in a Pride Parade
29. If, growing up, you ever had to take on a major role of responsibility in your family
30. If you or a member of your family has ever struggled with an eating disorder
31. If you or a member of your family has ever struggled with drug or alcohol abuse
32. If you or a member of your family has ever been incarcerated or been in the juvenile justice system

33. If you see positive representation of people of your ethnic or racial heritage on TV or in newspapers
34. If you have a parent who is working class, or did manual labor, clerical, or service work to make a living
35. If you have a parent who has a Master's or PhD
36. If you grew up in a single-parent household
37. If you have a visible or hidden disability
38. If you were born in a country other than the United States
39. If you have ever been the victim of sexual harassment
40. If you have ever stopped yourself from showing affection, hugging or touching another person of the same gender because people might think you are gay
41. If you have ever discussed safer sex with a sexual partner
42. If you have ever been pressured to have unsafe sex
43. If you practice safer sex
44. If you have a friend or family member who has been impacted by HIV/AIDS
45. If you have ever been the target of derogatory statements
46. If you have ever used derogatory statements toward someone else
47. If you have ever used the word "gay" to identify yourself to others
48. If you have ever used the word "transgender" to identify yourself to others
49. If you have ever used the word "bisexual" to identify yourself to others
50. If you have ever used the word "queer" to identify yourself to others
51. If you have ever used the word "pansexual" to identify yourself to others
52. If you have ever used the word "lesbian" to identify yourself to others
53. If you have ever used the word "genderqueer" to identify yourself to others
54. If you have ever used the word "straight" to identify yourself to others
55. If you have ever used the word "pangender" to identify yourself to others
56. If you have ever used the word "asexual" to identify yourself to others
57. If you prefer not to label your sexual orientation
58. If you prefer not to label your gender identity
59. If you have ever been to the Mandeville Suite

If you would like to share something about yourself, you may now share with us other statements and we will step into the circle with you if they are also true for us.

Group Discussion

- Thank you for taking part so respectfully in this activity.
- Can anyone share what it felt like to move to the middle of the circle?
- Can anyone share what it felt like to watch others step to the center of the circle?
- How did it feel to be defined by a single characteristic?
- Have you ever defined someone else based on a single characteristic about them?
- Were there any times you felt a sense of pride stepping to the center of the circle?
- We are all at the Retreat because we share at least one thing in common – we all identify in one way or another with the LGBT community at UCSD. In what other ways are we similar? Different?

TOUCH SOMEONE WHO...

Put people in a circle facing outwards, shoulder to shoulder, eyes closed. This is a silent exercise and it's also a trust exercise so people should touch others respectfully and appropriately. Depending upon numbers, put 3-5 folks (volunteers) in the middle of the circle and then ask the 3 questions. After that, ask for new volunteers to raise their hands, if their shoulder is touched, then the go into the circle (the original 3-5 then join the circle. And so on.

Some questions are repeated because it helps with the flow. You can switch off who reads the questions, but I'd recommend only two readers as it can get confusing. As a facilitator, keep an eye out to make sure everyone gets touched at least a couple of times. You may need to improvise some questions to be sure certain folks get touched or you can have people step out of the circle once they have been touched three times.

Touch someone who...

1. you learned something from
2. you are glad you met
3. makes the world a better place
4. Who you want to learn more about

5. you respect
6. you would go to for advice about a problem
7. made you see a different point of view
8. Who will really be able to connect with others

9. made you think
10. inspired you to work harder
11. helped you this training
12. is a strong leader

13. you look forward to seeing next term
14. you're sorry you won't have class with anymore
15. made you smile
16. will challenge you

17. you would like to go deeper with
18. made you understand a new point of view
19. you learned something from

20. makes it look easy

21. made you laugh

22. always had something positive to say

23. made you see a different point of view

24. you had a good one on one conversation with

25. who you saw help someone

26. worked really hard today

27. you appreciate & respect

28. was real

29. you would like to take a meal together with

30. you didn't really know, but know better now

31. you think you could learn much more from

32. touch someone who touched you

[In-Active Organizations/Organizations in need of Leadership](#)

The Alliance

TBA

Heritage Room, LGBT Resource Center

Interested in raising awareness on campus regarding LGBT issues and working on the Day of Silence? Then join the AS Alliance! Similar to Gay-Straight Alliances found at many high schools, the AS Alliance brings together folks who are committed to being allies to the UCSD LGBT Community. Please e-mail alliance.ucsd@gmail.com if you are interested in attending training, joining the Alliance or if you have any other questions!

Fluid Sexuality

To be announced Website: [Facebook Group](#)

This group is an open and intimate discussion regarding bisexual identities/labels, attraction to multiple genders, and the fluid nature of sexual attraction, sexual orientation and sexual identity that many experience in our community. People of all sexual and gender identities are encouraged to attend, listen, and actively participate in this unique forum. Come together and share your experiences or learn from the experiences of others about what fluid identities mean in people's lives.

Chingusai

TBA

Cross-Cultural Center Small Comunidad Room

친구사이 (Chingusai, or 'Between Friends') is a closed space for Korean students of all backgrounds who identify as queer. The group aims to provide an inclusive, private, and confidential space for queer Koreans to dialogue, build community, and foster growth in a safe environment. Unless otherwise specified, meetings are closed spaces.

QxN: Queer By Nature

We are a Queer wilderness collective of friends interested in experiencing the beauty of the natural world through means of exploration. We hike, bike, surf, swim, camp, climb and kayak and anything else outdoorsy you can think of. Our goal is to provide a safe and fun wilderness experience for LGBTQI students of UCSD and other colleges in the San Diego area (State / Private / Community all welcome).

Queer Peer Support Program (QPSP)

Meetings determined by program participants

QPSP is a student organization that broadens queer and questioning UCSD students' support networks by developing an individual mentoring relationship with another queer UCSD student. It is for queer UCSD students by queer UCSD students. The mission of QPSP

is to help queer and questioning students at UCSD succeed during their time at the university, reach their full potential as individuals, and connect with other queer UCSD students in an intimate and confidential setting. Participants will meet with Peer Supporters (PS's) once every two weeks for the academic year and attend quarterly socials.

QWOC: Queer Womyn of Color

Even Week Thursdays, 5-7pm

LGBT RC

Queer Womyn of Color is a group for self-identified queer womyn of color to come together to establish our own space, acknowledge our intersectionalities, create visibility and community, and discuss possible ways to move forward. QWOC was established January 13, in the winter quarter of 2009, to provide a safe space for its members (student, staff and faculty). While the LGBT RC is where we primarily meet, we also branch out to other Campus Community Centers. During our quarterly Q-Trips, we meet off campus. For more information, please contact us at ucsdqwoc@gmail.com.

Queer Womyn's Collective

TBA

LGBT RC

The Queer Womyn's Collective (QWC) is starting this year with a General Body Meeting inviting anyone--regardless of gender or sexual orientation, interested in creating new friends and learning about or implementing QWC's mission statement. The mission of QWC is to create a space that is inclusive and representative of queer womyn and is inclusive of the multiple identities of queer womyn. The collective works to actively create change and opportunities for womyn in the queer community.

Women's Group

To be announced

Heritage Room, LGBT Resource Center

Women's Group is a space for female-bodied and/or female-identified members of the UCSD community to discuss general, specific, or personal issues in an informal and comfortable atmosphere. We meet in a respected space, so all information and identities are kept confidential. If you identify as lesbian, bisexual, queer, transgender, straight or are questioning your sexual orientation, stop by Women's Group to meet other like minded women and gain support from your peers.

Organization (s) of Interest	Position of Interest Member or Principle Member/Facilitator	Questions/First-Steps to restarting

Q League Retreat

Fall Quarter 2011

Evaluation

What aspects of the retreat should we? :

- A. Start doing (what would you like to see done differently)
- B. Stop doing (what can you do without and/or what wasn't helpful)
- C. Continue to do (what did you like that we should keep)

Start	Stop	Continue

Q League Retreat Winter 2012

January 21, 2012

Muir College: Mandeville Suite (Top Floor of Tioga Hall)

Time	Activity
8:00 AM	Arrival and Breakfast <ul style="list-style-type: none"> • Light community breakfast (potluck style) • Table topics
9:00 AM	Introductions and Ground Rules
9:30 AM	Team builder/Energizer Blanket Game
10:00 AM	Break
10:15 AM	Facilitation skill building (Shaun)
11:15AM	A.S. Funding (Lynne)
Noon	Lunch (on your own)
1:00pm	Team Builder: This or That or Move your Butt
1:30pm	Social Justice Activity: Crossing the Line 1:30-2:30pm Intersectionality activity Take breaks as needed
4:00pm	Self-care workshop (Serena) Activist burnout
5:00pm	Dinner
6:00pm	Action Planning <ul style="list-style-type: none"> • Student orgs planning for the quarter and the year • Problem solving in organizations • Next retreat
7:15pm	Clean Up <ul style="list-style-type: none"> • Lock all doors • Turn off all lights
7:30pm	Love Taps/Touch Someone Who
8:00pm	Retreat ends and GET OUT

Things to bring:

- Paper, pens, markers, large post-its
- Comfy clothes
- Blankets and Folded Chairs (not enough chairs provided by Mandeville Suite)
- Snacks
- Breakfast foods
- Lunch/Dinner (on your own)

Activity-Crossing the Line

- Everyone stands and gathers on one side of the room.
- Participants are asked to follow the instructions in silence, paying attention to the feelings that are coming up for them.
- Participants are asked to self identify with the groups that are mentioned and respond accordingly. Participants do not have to identify with all the groups they are members of, but participants are asked to pay attention, for their own learning, to why they are choosing to not be public about their identity.
- Participants are asked to respect each person participating, by maintaining confidentiality in regards to this activity.
- For each category, the facilitator will say:
 - “Please cross the line if you (insert Shuffle Statements from below)”
 - “Notice who is with you”
 - “Notice who is not with you”
 - “Notice how it feels to be where you are”
 - “Notice what it feels like not to be with the others”
 - (If no one walks across, include: “Notice how it feels to not have someone represented from this group”)
 - “Thank you”

Shuffle Statements

- You identify as a woman
- You identify as a man
- You identify as Asian, East Asian, East Indian, Pacific Islander, Laotian, Hmong, Japanese, Chinese, Korean, Vietnamese, Cambodian or Filipino
- You identify as Latino/a, Chicano/a, Mestizo/a, Hispanic, Puerto Rican, Mexican or Cuban
- You are of Arabian descent or identify as Middle Eastern or Palestinian
- You identify as Native American
- You identify as black or of African descent
- You are of multi-ethnic heritage
- You are a Jew or are of Jewish heritage
- You know little about your ethnic heritage
- You are someone who is 25 or over
- You are someone who is 21 or under
- You were raised in a rural community
- You were raised in an urban community
- You attended school somewhere outside the continental United States
- You are someone who was raised by a single parent or currently are a single parent
- You are a first generation college student
- You are the oldest in your family

- You are the youngest in your family
- You have more than 2 brothers and/or sisters
- You are an only child
- You were adopted
- One or more of your siblings was adopted
- You are gay
- lesbian
- bisexual
- transgendered
- Someone in your family is gay/lesbian/bisexual/transgendered
- You were raised in a family with a step father/mother/brother/sister
- Your parents are or would be still married
- You have a visible or hidden physical, learning or developmental disability or impairment
- You are or were a member of a sorority or fraternity
- You had an imaginary friend as a child
- You have ever been dangerously or continuously sick
- You speak more than one language
- You have a car on campus
- You are from California
- You were raised East of the Mississippi
- You voted in the last election
- You have registered to vote
- You consider yourself to be a member of a Christian Faith
- You consider yourself to be a member of a religion which is not considered Christian
- You do not consider yourself to be a member of any religion
- You are or have been in the military
- You have visited another country
- You consider yourself to be an athlete
- You played a varsity or jr. varsity sport in high school or college
- You have ever been in a play or musical
- You have ever played in a band
- You have ever made a bowl or cup out of clay
- You have ever been discriminated against because of who you are
- You have cried in the past month
- You know what you are passionate about

Discussion (10 minutes)

- Did anything surprise you?
- What did you learn about yourself through the activity?
- What did you learn about your teammates through the activity?

- Has what you learned affected how you can relate and communicate to your teammates? And how does that make you feel?
- What did you learn about multiculturalism?
- How does multiculturalism, diversity, ethnicity, and culture apply to leadership?
- Any closing thoughts?

TOUCH SOMEONE WHO...

Put people in a circle facing outwards, shoulder to shoulder, eyes closed. This is a silent exercise and it's also a trust exercise so people should touch others respectfully and appropriately. Depending upon numbers, put 3-5 folks (volunteers) in the middle of the circle and then ask the 3 questions. After that, ask for new volunteers to raise their hands, if their shoulder is touched, then they go into the circle (the original 3-5 then join the circle. And so on.

Some questions are repeated because it helps with the flow. You can switch off who reads the questions, but I'd recommend only two readers as it can get confusing. As a facilitator, keep an eye out to make sure everyone gets touched at least a couple of times. You may need to improvise some questions to be sure certain folks get touched or you can have people step out of the circle once they have been touched three times.

Touch someone who...

- 33. you learned something from
- 34. you are glad you met
- 35. makes the world a better place
- 36. Who you want to learn more about

- 37. you respect
- 38. you would go to for advice about a problem
- 39. made you see a different point of view
- 40. Who will really be able to connect with others

- 41. made you think
- 42. inspired you to work harder
- 43. helped you this training
- 44. is a strong leader

- 45. you look forward to seeing next term

46. you're sorry you won't have class with anymore
47. made you smile
48. will challenge you

49. you would like to go deeper with
50. made you understand a new point of view
51. you learned something from
52. makes it look easy

53. made you laugh
54. always had something positive to say
55. made you see a different point of view
56. you had a good one on one conversation with

57. who you saw help someone
58. worked really hard today
59. you appreciate & respect
60. was real

61. you would like to take a meal together with
62. you didn't really know, but know better now
63. you think you could learn much more from
64. touch someone who touched you

[In-Active Organizations/Organizations in need of Leadership](#)

The Alliance

TBA

Heritage Room, LGBT Resource Center

Interested in raising awareness on campus regarding LGBT issues and working on the Day of Silence? Then join the AS Alliance! Similar to Gay-Straight Alliances found at many high schools, the AS Alliance brings together folks who are committed to being allies to the UCSD LGBT Community. Please e-mail alliance.ucsd@gmail.com if you are interested in attending training, joining the Alliance or if you have any other questions!

Fluid Sexuality

To be announced Website: [Facebook Group](#)

This group is an open and intimate discussion regarding bisexual identities/labels, attraction to multiple genders, and the fluid nature of sexual attraction, sexual orientation and sexual identity that many experience in our community. People of all sexual and gender identities are encouraged to attend, listen, and actively participate in this unique forum. Come together and share your experiences or learn from the experiences of others about what fluid identities mean in people's lives.

Chingusai

TBA

Cross-Cultural Center Small Comunidad Room

친구사이 (Chingusai, or 'Between Friends') is a closed space for Korean students of all backgrounds who identify as queer. The group aims to provide an inclusive, private, and confidential space for queer Koreans to dialogue, build community, and foster growth in a safe environment. Unless otherwise specified, meetings are closed spaces.

QxN: Queer By Nature

We are a Queer wilderness collective of friends interested in experiencing the beauty of the natural world through means of exploration. We hike, bike, surf, swim, camp, climb and kayak and anything else outdoorsy you can think of. Our goal is to provide a safe and fun wilderness experience for LGBTQI students of UCSD and other colleges in the San Diego area (State / Private / Community all welcome).

Queer Peer Support Program (QPSP)

Meetings determined by program participants

QPSP is a student organization that broadens queer and questioning UCSD students' support networks by developing an individual mentoring relationship with another queer UCSD student. It is for queer UCSD students by queer UCSD students. The mission of QPSP

is to help queer and questioning students at UCSD succeed during their time at the university, reach their full potential as individuals, and connect with other queer UCSD students in an intimate and confidential setting. Participants will meet with Peer Supporters (PS's) once every two weeks for the academic year and attend quarterly socials.

QWOC: Queer Womyn of Color

Even Week Thursdays, 5-7pm

LGBT RC

Queer Womyn of Color is a group for self-identified queer womyn of color to come together to establish our own space, acknowledge our intersectionalities, create visibility and community, and discuss possible ways to move forward. QWOC was established January 13, in the winter quarter of 2009, to provide a safe space for its members (student, staff and faculty). While the LGBT RC is where we primarily meet, we also branch out to other Campus Community Centers. During our quarterly Q-Trips, we meet off campus. For more information, please contact us at ucsdqwoc@gmail.com.

Queer Womyn's Collective

TBA

LGBT RC

The Queer Womyn's Collective (QWC) is starting this year with a General Body Meeting inviting anyone--regardless of gender or sexual orientation, interested in creating new friends and learning about or implementing QWC's mission statement. The mission of QWC is to create a space that is inclusive and representative of queer womyn and is inclusive of the multiple identities of queer womyn. The collective works to actively create change and opportunities for womyn in the queer community.

Women's Group

To be announced

Heritage Room, LGBT Resource Center

Women's Group is a space for female-bodied and/or female-identified members of the UCSD community to discuss general, specific, or personal issues in an informal and comfortable atmosphere. We meet in a respected space, so all information and identities are kept confidential. If you identify as lesbian, bisexual, queer, transgender, straight or are questioning your sexual orientation, stop by Women's Group to meet other like minded women and gain support from your peers.

Organization (s) of Interest	Position of Interest Member or Principle Member/Facilitator	Questions/First-Steps to restarting

Q League Retreat
Winter Quarter 2012
Evaluation

What aspects of the retreat should we? :

- A. Start doing (what would you like to see done differently)
- B. Stop doing (what can you do without and/or what wasn't helpful)
- C. Continue to do (what did you like that we should keep)

Start	Stop	Continue

Q League Retreat Winter 2012

January 21, 2012

LGBT Resource Center

Time	Activity
8:00 AM	Arrival and Breakfast <ul style="list-style-type: none"> • Light community breakfast (potluck style) • Table topics
9:00 AM	Introductions and Ground Rules
9:15 AM	Team builder (Names and Decorate Affirmation bags)
9:30 AM	Breath work and resonance
9:40 AM	Partner Check-ins Pick one person and check-in, how are you feeling right now?
10:00AM	Break
10:15AM	Reflections on the year—My Story Timeline where you were and are now
12:00PM	LUNCH
1:00pm	Breath work Conflict Management Difference between dialogue and debate
2:00pm	Healing Circle/Fishbowl <ul style="list-style-type: none"> • 4 people in the middle of the circle • Others listen • Talk to us about something that brings you joy • Talk to us about something that causes pain • Folks can tap in and out
4:00pm	Break
4:30pm	<ul style="list-style-type: none"> • Leadership transitions and next steps for next year • Where you all at right now? • What are your thoughts on leadership for next year? • Does our current structure serve our community? • Who are next years leaders? Who do we want? (Write them down) • What is our recruitment and retention plan?
6:00pm	<ul style="list-style-type: none"> • Evaluations and Clean Up
6:20pm	Celebration! Cake time!
7:00PM	Retreat ends and GET OUT

Things to bring:

- Paper, pens, markers, large post-its
- Comfy clothes
- Blankets and Folded Chairs (not enough chairs provided by Mandeville Suite)
- Snacks
- Breakfast foods

- Bags
- Lunch/Dinner (on your own)

Crucial Conversations

Tools for Talking When Stakes Are High

Q League Retreat—Spring 2012

Before you begin a Crucial Conversation, ask yourself:

- What do I really want for myself?
- What do I really want for others?
- What do I really want for the relationship?
- How would I behave if I really wanted these results?

What is your ***Style Under Stress***? Do you resort to silence or violence? (Quiz)

Ask yourself:

- Am I in silence or violence mode?
- What emotions are encouraging me to act this way?
- What's creating these emotions? What's the story?
- What facts do I have to support this story?

When people feel disrespected, they become emotional. Try to utilize *Contrasting* to fix a misunderstanding.

Contrasting is a don't/do statement that:

- Addresses the other person's concerns that you don't respect them
- Confirms your respect or clarifies your real purpose.

Example: "I don't want you to think I don't trust your judgment (*don't statement*). I do think you're a talented researcher (*do statement*). But I am concerned that you have delayed completing this project. I want us to figure out a way that we can make sure we don't miss the publication deadline.

Commit to a mutual goal. We all come into conversations with opinions, feelings, theories and experiences. This is our personal pool of meaning. In a Crucial Conversation, we don't share the same pool. We need to make it safe for all to add their personal experiences into a **Pool of Shared Meaning**.

Start with an area of agreement. Facts lay the groundwork for all delicate conversations. Get as many facts as possible into the pool.

- Ask* “What do you mean?”
- Mirror* “You seem to feel ____ about this.”
- Paraphrase* “Let’s see if I’ve got this right.”
- Prime* “So, you’re thinking ____, is that right?”

Make it safe. Supervisors will listen to anyone who is skilled at making them feel safe. Supervisors must know that you:

1. Respect them and their position
2. Care about their interests and recognize that your understanding of their goals might be incomplete

Supervisors get defensive when you have not assured them of these two points.

Excerpted from *Crucial Conversations—Tools for Talking When Stakes Are High*, by Kerry Patterson, Joseph Grenny, Ron McMillan, Al Switzler, published by McGraw-Hill, © 2002.

Scenarios

The Absentee PM

Chuck spends little time assisting with projects and programs. You are not sure where you stand because you never get a chance to speak with him about an upcoming program that you both decided to collaborate. You are worried that the program won't happen or the work is going to be on you. Share your concerns with Chuck.

The Conference Attendance Dispute

Sharon promised you that you would be listed on a proposal for a conference you've been working on together. You now find out that Sharon has invited others to present with you all but have only secured funding for two people. Speak with Sharon about this.

Facebook

You notice a Principle Member in your organization made racist and sexist comments on facebook. You feel these comments do not reflect the mission and values of the organization. Speak with this PM.

Too many leaders

You have noticed that there are too many students who are interested in leadership positions for your board. You need to have a discussion with the current board about your concerns about having enough support for student leaders. Explain your concern to the board.

The Micromanager

Ray is very particular about how things are run in general body meetings. It is their way or the highway. You would like to suggest a change to an agenda item that will be time effective and provide space for other activities. Speak to Ray about this.

The Indifferent PM

Chris, a fellow Principle member, seems to be not as committed to the program as you are and has missed a few important deadlines. The success of the project is dependant on you and Chris working cooperatively. Explain the importance of this to Chris.

The _____

Practice having a crucial conversation about a current issue that has been on your mind.

In-Active Organizations/Organizations in need of Leadership

The Alliance

TBA

Heritage Room, LGBT Resource Center

Interested in raising awareness on campus regarding LGBT issues and working on the Day of Silence? Then join the AS Alliance! Similar to Gay-Straight Alliances found at many high schools, the AS Alliance brings together folks who are committed to being allies to the UCSD LGBT Community. Please e-mail alliance.ucsd@gmail.com if you are interested in attending training, joining the Alliance or if you have any other questions!

Fluid Sexuality

To be announced Website: [Facebook Group](#)

This group is an open and intimate discussion regarding bisexual identities/labels, attraction to multiple genders, and the fluid nature of sexual attraction, sexual orientation and sexual identity that many experience in our community. People of all sexual and gender identities are encouraged to attend, listen, and actively participate in this unique forum. Come together and share your experiences or learn from the experiences of others about what fluid identities mean in people's lives.

Chingusai

TBA

Cross-Cultural Center Small Comunidad Room

친구사이 (Chingusai, or 'Between Friends') is a closed space for Korean students of all backgrounds who identify as queer. The group aims to provide an inclusive, private, and confidential space for queer Koreans to dialogue, build community, and foster growth in a safe environment. Unless otherwise specified, meetings are closed spaces.

QxN: Queer By Nature

We are a Queer wilderness collective of friends interested in experiencing the beauty of the natural world through means of exploration. We hike, bike, surf, swim, camp, climb and kayak and anything else outdoorsy you can think of. Our goal is to provide a safe and fun wilderness experience for LGBTQI students of UCSD and other colleges in the San Diego area (State / Private / Community all welcome).

Queer Peer Support Program (QPSP)

Meetings determined by program participants

QPSP is a student organization that broadens queer and questioning UCSD students'

support networks by developing an individual mentoring relationship with another queer UCSD student. It is for queer UCSD students by queer UCSD students. The mission of QPSP is to help queer and questioning students at UCSD succeed during their time at the university, reach their full potential as individuals, and connect with other queer UCSD students in an intimate and confidential setting. Participants will meet with Peer Supporters (PS's) once every two weeks for the academic year and attend quarterly socials.

QWOC: Queer Womyn of Color

Even Week Thursdays, 5-7pm

LGBT RC

Queer Womyn of Color is a group for self-identified queer womyn of color to come together to establish our own space, acknowledge our intersectionalities, create visibility and community, and discuss possible ways to move forward. QWOC was established January 13, in the winter quarter of 2009, to provide a safe space for its members (student, staff and faculty). While the LGBT RC is where we primarily meet, we also branch out to other Campus Community Centers. During our quarterly Q-Trips, we meet off campus. For more information, please contact us at ucsdqwoc@gmail.com.

Queer Womyn's Collective

TBA

LGBT RC

The Queer Womyn's Collective (QWC) is starting this year with a General Body Meeting inviting anyone--regardless of gender or sexual orientation, interested in creating new friends and learning about or implementing QWC's mission statement. The mission of QWC is to create a space that is inclusive and representative of queer womyn and is inclusive of the multiple identities of queer womyn. The collective works to actively create change and opportunities for womyn in the queer community.

Women's Group

To be announced

Heritage Room, LGBT Resource Center

Women's Group is a space for female-bodied and/or female-identified members of the UCSD community to discuss general, specific, or personal issues in an informal and comfortable atmosphere. We meet in a respected space, so all information and identities are kept confidential. If you identify as lesbian, bisexual, queer, transgender, straight or are questioning your sexual orientation, stop by Women's Group to meet other like minded women and gain support from your peers.

Organization (s) of Interest	Position of Interest Member or Principle Member/Facilitator	Questions/First-Steps to restarting

Q League Retreat
Winter Quarter 2012
Evaluation

What aspects of the retreat should we? :

- A. Start doing (what would you like to see done differently)
- B. Stop doing (what can you do without and/or what wasn't helpful)
- C. Continue to do (what did you like that we should keep)

Start	Stop	Continue