

# Monitoring

## DEFINITIONS

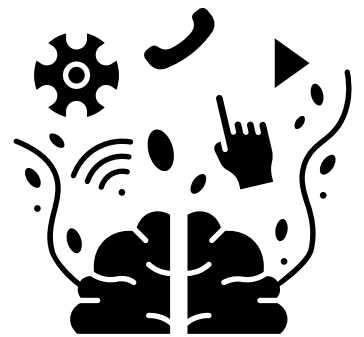
Monitoring is meant to be a process where an outside observer notes dynamics of the conference and reports back to the Church. In that reporting, we celebrate where we model beloved community, take note of where and how improvements may be made, and become more aware of our conduct toward one another.

These definitions provide reference for terminology and understanding of how to complete the observer sheets.

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### BEHAVIORS

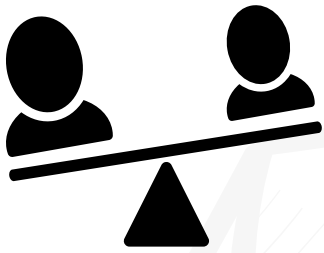
- Based in attitudes, opinions, beliefs and values that are learned.
- Changed beliefs and values are difficult.



### BIAS

2

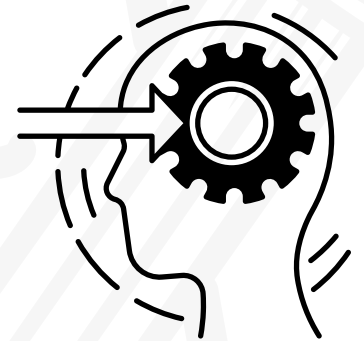
- An opinion before there is a reason for it, a leaning of the mind; prejudice; partiality.
- Bias comes from subtle messages about differences, values and/or power between people
- Examples of bias can manifest in stereotyping, linguistic bias invisibility bias, unreality bias, fragmentation/isolation and imbalance/selectivity



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### PERCEPTIONS

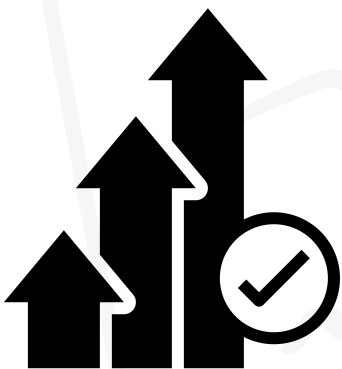
- Detection and interpretation of information from the external world.
- Perceptions of ourselves and other shape our expectations



### EXPECTATIONS

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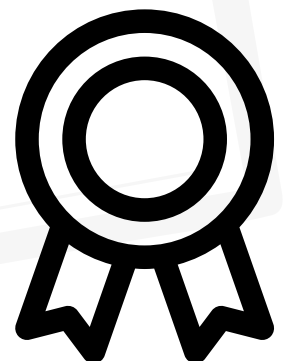
- Anticipation of a specified characteristic or outcome.
- Expectations come from others, especially those in authority and power
- Good/Bad, Positive/Negative



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### LEADER

- Person in position of influence, privilege or power that has a DIRECT impact on one's participation and achievement.
- Behavior of leader shows their expectations
- Not only are we influence by leader's expectation of us, but OTHERS around us are influences as well.



### PARALLEL LANGUAGE

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EXAMPLE - When the presiding officer of a Legislative Committee recognizes individuals to speak, he refers to the men with their titles (Rev, Dr,) and refers to the women by their first names or "ma'am." Is there a subtle message the presider is sending about his expectations of the men and women in that committee? What will others in the committee infer about his comments?



# Bias

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These definitions of bias provide reference for terminology and understanding of how to complete the observer sheets.

### Stereotyping

assigning traditional and rigid roles or attributes to a group, limiting the potential and abilities of the group by limiting expectation of this group).

EXAMPLE - A committee chair prefaces the election of additional officers with the opinion that women are the best committee secretaries because they write so well.

### Lingustic bias

using language to show our discrimination

EXAMPLE - A presiding officer regularly refers to all delegates with the pronoun “he” and masculine terms like “laymen.” He does make a special effort to ask delegates to make room within the bar for delegates who are wheelchair-bound.

### Invisibility bias

certain groups are underrepresented

EXAMPLE - A delegate complains that the translator talks too loudly and that “those” delegates can’t possibly expect to contribute unless they speak English when they come to General Conference; highlighting certain groups while not acknowledging other groups.

### Unreality bias

unrealistic portrayals are given as “the portrayals” without acknowledging that here may be other interpretations or information missing

EXAMPLE - Speakers chosen to present a special global emphasis before General Conference plenary are all White and speakers of English as their first language.

### Fragmentation/isolation

by separating issues from the “main” issue implies that these issues are less important and not part of the main component

EXAMPLE - There is a discussion about the lack of funding and a person says in these hard times, we don’t have time to deal with the side issues of social justice, women’s issues, etc.

### Imbalance/selectivity

presenting only one interpretation of an issue, a situation or group of people, reality is distorted and complex, differing viewpoints are more freely ignored

EXAMPLE - When discussing a topic in the legislative committee regarding woman equality, men were talking on behalf of women.

# THE MINISTRY OF Monitoring

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## MONITORING IS...

Raising awareness



- Brings behaviors to the consciousness (which may be uncomfortable and embarrassing)
- Being intentional
- Assist the leadership in facilitating the discussions as inclusive as possible.
- Giving immediate feedback on actual behavior in situations is an effective strategy for changing exclusive behavior.
- Immediate suggestion of inclusive alternative is a strong healing strategy.
- More effective and respectful functioning of group is a good motivator

## MONITORING IS NOT...

- Policing
- Participating in discussion
- Finger pointing
- Shaming



## HELPFUL STRATEGIES:

- **Opportunities to participate** – who gets recognized, how often, who “takes” opportunities to speak without being recognized, who gets to interrupt or discounted and how is that addressed by the chair; are translation needs protected; are people in some part of the room not noticed or recognized to speak; are “time limits” imposed to curtail some delegates participation and not others; are there some delegates who are allowed to “go on and on” and others not; some questions from the floor are taken seriously and others are not?
- **Inclusive Appointment/Assignments** – who is assigned or appointed positions of leadership/subcommittee leaders? Does the leadership of the committee reflect the diversity that the Church wants to be?
- **Quality of Facilitation** – does the presider provide enough time for diverse thinking processes and translation before recognizing the first person to speak, does the presider remind the group of the need to respect diverse linguistic and cognitive needs in pace of speech? (wait time is needed).
- **Inclusive Language and Imagery** – is inclusive language used in reference to humankind, is exclusive language used even after attention is raised, is language used that is comparable in word order and parallel terms (ladies and men vs. ladies and gentlemen)? Is “people first” language used for persons with disabilities?
- **Feedback** – is feedback given comparably to all members of the group, are there “favorites,” is inclusiveness highlighted by sharing feedback on committee progress with the entire group

# QUALITIES OF A Monitor

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Articulate/prepared with information needed; able to simplify issues; able to share information so it's understood.

Discreet in sharing monitoring information outside the team, especially the less than positive info.

Teacher and facilitator, NOT confrontational.

Recognizable, but not obvious.

Confident and knowledgeable.

Constantly alert

Attentive to details.

Trustworthy, gracious

Always available, seated within the bar in designated area.

Appropriately, respectfully dressed.

Portray image of being open, helpful, positive, supportive presence.

Aware of where people are-seated positions of leadership, etc.