

THE TALK 2.0

FROM SURVIVAL TO STRATEGY

COMMUNITY FACILITATOR GUIDE

A practical guide for convening local and affinity-group conversations that prepare Black children and youth to understand, survive, resist, organize, and thrive.

Facilitator portal: ayanetwork.com/t20cf

Presented by AYA Educational Institute

1. Who Is a Talk 2.0 Community Facilitator?

A Talk 2.0 Community Facilitator is a trusted individual or organizational partner who convenes, guides, documents, and follows up on a local or affinity-group version of The Talk 2.0.

The facilitator is not expected to have every answer. The role is to create a disciplined and courageous space where people can tell the truth, hear youth directly, preserve useful survival wisdom, challenge lessons that teach submission, and develop practical strategies together.

Core goals

- Bring parents, grandparents, youth, educators, organizers, faith leaders, and community members into structured dialogue.
- Help participants move from fear, denial, or isolation toward clarity, connection, preparation, and strategy.
- Identify what today's version of "The Talk" must include - and what it must stop teaching.
- Center youth voice while respecting the hard-earned wisdom of parents, grandparents, and community protectors.
- Recruit local partners and build continuing circles of learning, protection, and action.
- Return themes, recommendations, commitments, and unanswered questions to AYA so local wisdom shapes the national movement.
- Protect participant dignity, confidentiality, emotional safety, and the right to disagree without dehumanizing one another.

A facilitator does not control the conversation. A facilitator protects its purpose, pace, participation, and movement toward action.

2. The Conversation We Are Building

The traditional Talk often emphasized individual behavior during dangerous encounters: be polite, keep your hands visible, do not argue, and get home alive. Those directions came from love and remain useful in some situations. But they are no longer enough.

The Talk 2.0 adds historical understanding, identity, emotional preparation, digital and institutional awareness, collective protection, strategic judgment, and community organization.

Five movement outcomes

SEE	Recognize racism, propaganda, manipulation, and changing threats without self-blame.
KNOW	Build historical knowledge, identity, rights awareness, discernment, and situational judgment.
PROTECT	Practice safety planning, emotional regulation, documentation, mutual aid, and collective care.
STRATEGIZE	Learn when to comply temporarily, when to leave, when to challenge, and how to organize.
BUILD	Create relationships, institutions, and habits that develop community power beyond a single crisis.

3. Before the Gathering

- Choose the community: a city, neighborhood, school, congregation, organization, family network, profession, or affinity group.
- Secure a lead facilitator, timekeeper, chat/note recorder, welcome/check-in person, and follow-up coordinator.
- Invite youth intentionally. Do not assume adult discussion can substitute for hearing directly from them.
- Use registration to collect role, city, age range, organization, accessibility needs, and interest in hosting future gatherings.
- Share the purpose in advance: this is not a debate about whether racism exists; it is a strategy conversation about preparing our children and strengthening our community.
- Decide how comments will be documented, anonymized, summarized, and returned to participants and AYA.
- Prepare referral information for anyone who may need additional emotional, legal, educational, or community support.

Suggested participation agreements

- Speak from lived experience; do not generalize one person's story to everyone.
- Challenge ideas without humiliating people.
- Make room for youth, quieter participants, and voices not usually centered.

- Protect personal stories: share lessons, not names or identifying details.
- Keep comments focused and concise so more people can enter the conversation.
- Move toward strategy: name what we should teach, practice, build, or change.

4. Recommended 90-Minute Agenda

0:00-0:08	Welcome, purpose, participation agreements, and opening poll.
0:08-0:23	Three five-minute voices: a parent/grandparent, a youth voice, and a community practitioner.
0:23-0:30	Chat storm: "What did you hear that must not be lost?" Moderator names emerging themes.
0:30-0:45	Focused discussion: "What assumption behind the old Talk no longer works?"
0:45-1:00	Three additional five-minute voices focused on strategy, identity, or organizing.
1:00-1:08	Second chat storm or poll: "What must every Black teenager know, practice, or have access to?"
1:08-1:20	Open floor with a managed speaker queue and 60-90 second contributions.
1:20-1:27	Commitment and recruitment: local hosts, partners, youth advisors, and follow-up circles.
1:27-1:30	Closing synthesis, next steps, evaluation link, and appreciation.

5. High-Value Discussion Prompts

- What did the Talk teach you that helped you survive?
- What did it teach - directly or indirectly - that may have encouraged silence, shame, isolation, or submission?
- What threats or conditions do Black youth face today that earlier generations did not have to navigate in the same way?
- How do we teach young people to assess danger without teaching permanent fear?
- What should every Black teenager know by age sixteen?
- How should families prepare youth to document, report, seek help, or organize after a racist incident?
- When is temporary compliance a survival strategy, and how do we explain that it is not consent or inferiority?
- What relationships, institutions, and rapid-response systems should already exist before a crisis?
- What can adults learn from youth about digital racism, school culture, identity, gender, and peer dynamics?
- What will we do in the next thirty days - not only what do we believe?

6. Methods for Getting More Voices Into the Room

Chat storm

Ask one focused question and invite everyone to post simultaneously. Read themes rather than every comment.

Managed speaker stack

Have a moderator maintain a visible queue. Limit contributions to 60-90 seconds.

Polls

Use opening, midpoint, and commitment polls. Share results immediately and ask what they reveal.

Youth-first rounds

Invite youth to answer before adults on selected questions.

One-word pulse

Ask for one word in chat or reactions to measure the room without stopping the flow.

Paired or small-group dialogue

For local gatherings, use pairs or groups of 4-6, then request one insight and one recommendation from each.

Written cards or QR form

Offer a private channel for people who do not wish to speak publicly.

Commitment close

Ask each person to name one action: host, invite, mentor, document, organize, study, or support.

7. Documentation and Follow-Up

Within 24-48 hours, send registrants an action packet rather than only a recording.

- Cleaned chat transcript with personal information removed as appropriate.
- Concise summary of presentations and major discussion themes.
- Poll results and a list of unresolved questions.
- Top community recommendations and commitments.
- Local host/facilitator application link.
- Date and purpose of the next gathering.
- A short evaluation asking what participants learned, what was missing, and what action they will take.

Report back to AYA

Facilitators should return: location and host organization; attendance and participant mix; three to seven major themes; recommendations for families, institutions, and the movement; commitments made; stories or quotations approved for sharing; and support needed for the next stage.

8. Facilitator Checklist

Before

- Register as a facilitator at ayanetwork.com/t20cf.
- Confirm team roles and accessibility.
- Invite youth and partner organizations.
- Prepare agenda, prompts, polling, documentation, and follow-up links.

During

- State purpose and agreements.
- Protect time and participation balance.
- Intervene when comments become dehumanizing, overly graphic, or personally exposing.
- Name emerging themes and keep returning to strategy.
- Recruit hosts and collect commitments before people leave.

After

- Thank participants within 24 hours.
- Send transcript/summary/action packet.
- Submit the local report to AYA.
- Convene the planning team to decide the next action.
- Maintain contact with participants who volunteered to build the local network.

THE MOVEMENT QUESTION

How do we prepare our children not only to survive the America they face, but to understand it, protect one another, organize, and help transform it?

Join the facilitator network: ayanetwork.com/t20cf