

Brews and Bias Learning Roadmap

Train-the-trainer journey

Welcome! Thank you for saying “yes” to the sacred work of building beloved community. **Brews and Bias** equips you to host courageous, joy-filled conversations about bias in intimate, relational spaces. This roadmap guides you from preparation to launch—and beyond.

The Journey at a Glance

Stage 1: Pre-Work (1-2 weeks before training)

Purpose: Begin reflection and prepare your heart

- Receive Welcome Letter + Roadmap
- Read/listen to MLK excerpt or article (e.g., “Letter from Birmingham Jail” summary)
- Reflection Prompt: “What’s one story from your life where bias showed up, and how did it shape you?”

Stage 2: Online Training – Foundations of Faith & Bias (4 hours total)

Purpose: Gain theological grounding, cultural awareness, and an overview of the Brews and Bias program

Format: Four 1-hour modules (online)

Module 1: Theological Grounding

- Justice and equity in scripture
- MLK’s Beloved Community
- Bias as spiritual formation
- Reflection prompt + journaling

Module 2: Understanding Bias

- Implicit and systemic bias

- Media examples + case studies
- Scenario practice: Responding to common bias statements (e.g., “I don’t see color”)
- Online hub discussion + micro-learning quiz

Module 3: Program Orientation

- Walkthrough of Brews and Bias flow
- Sample mini-session experience
- Toolkit preview

Module 4: Preparing for Activation

- Naming hopes and fears as facilitators
- Understanding facilitation style
- Orientation to in-person session

Stage 3: In-Person Training – Facilitation & Activation (4 hours)

Purpose: Practice facilitation skills, experience a full session, and prepare to launch your group

Agenda Highlights

- Facilitation Skills Training: trauma-informed leadership, active listening, brave space vs. safe space
- Facilitation Lab: scripture reading, discussion prompts, closing rituals with peer feedback
- Mini-Session Experience: full Brews and Bias session
- Launch Planning: create your action plan (when, where, who)
- Commissioning: prayer, blessing, joy ritual

Stage 4: Launch – King Holiday (January 2026)

Purpose: Put your training into practice by leading a Brews and Bias group in your community

- Gather 6-12 participants in a home, café, or church space
- Use your facilitator toolkit
- Celebrate the sacred work of dialogue, reflection, and community

Stage 5: Post-Training Reinforcement (1-2 months after launch)

Purpose: Sustain and strengthen your practice

- Join our virtual check-in to share stories, challenges, and wins
- Reflect together on how bias shows up and how beloved community is taking root
- Celebrate ripple effects across communities

What You'll Receive

- Facilitator Guidebook
- Bias Journal template