Communication is **the process** of creating shared meaning of symbols.
Basic elements to build capacity to communicate about and across social identity differences and divisions

1. Understanding communication as process of human interaction
2. Social identity, privilege and power
3. Social justice language and literacy
4. Language matters
5. Dialogue skills and strategies
6. Organizational communication for transformation
Elements of the Communication Process

**Sender:** One who transmits a message

**Message:** The idea a sender wants to convey

**Encoding:** Selection of certain words or other symbols to express an idea

**Channel:** Method (verbal, nonverbal, written, oral) used to deliver a message

**Receiver** Any person who notices and attaches some meaning to a message

**Decoding:** Making sense out of the words or other symbols received

**Feedback:** Any and all responses to a message sent.

**Noise:** Factors that interfere with the exchange of messages and creation of shared meaning
Identifying the elements:

1) Emphasizes the shared meaning in the middle.
   • Is that always as easy as illustrated in the model?
   • What about when participants have different lived experiences?

2) Emphasizes that it is *human interaction* it involves people.