

Fluid Facilitation Practice

Assign each person in your group a number.



Person 1 read the scenario and bring it to life.



Persons 2-4 take turns responding using one fluid facilitation move.



Agreements

Do the Activity!

Really try on the facilitation moves - don't talk about it.

Check Any Resistance

These are real scenarios - they may trigger you or bring up defensiveness.

Take Care Of Yourself During and After

We have some options but you know how BEST to take care of you.

Scenario #1: Unconscious Bias

A black person says to a Latinx person, "Wow, you're so articulate. How long have you been in the U.S.?"

Reflect on after practice:

Which of these feels possible for you based on your position, identity, and analysis?

Interrupt

Re-Frame

Expand Participation

Validate

Acknowledge the
Climate

Welcome Resistance

Scenario #2: Silence

A staff member states that they are finding it difficult to stay engaged in the meeting, as they are feeling disheartened by all the Anti-Black violence that has been occurring in the community recently. The rest of the attendees remain silent.

Reflect on after practice:

Which of these feels possible for you based on your position, identity, and analysis?

Interrupt

Re-Frame

Expand Participation

Validate

Acknowledge the
Climate

Welcome Resistance

Scenario #3: Oppression Olympics

At a racial equity training, a female trainee is disengaged and frustrated. She says:

“Why aren't we also talking about sexism? Women are oppressed too. I feel like we are always talking about racial equity and ignoring other people who experience discrimination.”

Reflect on after practice:

Which of these feels possible for you based on your position, identity, and analysis?

Interrupt

Re-Frame

Expand Participation

Validate

Acknowledge the
Climate

Welcome Resistance

Scenario #4: Not-So-Micro Aggression

At the start of a meeting, a white staff member logs in 5 minutes late and apologizes for being on “CP Time”.

Reflect on after practice:

Which of these feels possible for you based on your position, identity, and analysis?

Interrupt

Re-Frame

Expand Participation

Validate

Acknowledge the
Climate

Welcome Resistance

Fluid Facilitation

1. Interrupt
2. Re-frame
3. Expand Participation
4. Validate
5. Welcome Resistance
6. Acknowledge the Climate
7. Practice, Yes and

Interrupt

“Pause” someone in a friendly way. Let them know you heard their point.

“I’m going to pause us for a moment right here.”



Re-frame

- Restate what someone said in a succinct way.
- Clarify what you think they are saying. Organize many points into buckets.
- Remove shame or judgment so the group can examine impact vs. intent for themselves.



Expand Participation

Try saying:

- Can I hear from someone who has not spoken? What do others think?
- Type a response into the chat.
- Let's go into breakout rooms to check-in.
- Let's use a speaking order to ensure we hear from the various identities represented here - let's ping pong between leadership team members and non-leadership staff.



Validate

Affirm the parts of one's contribution you can agree with.



Welcome Resistance

Ask folks to challenge the ideas of the facilitator or another participant.

Try saying: This is one way to think about this issue, what do others think? What resonates? What doesn't?



Practice Yes, And

When you hear an idea and want to offer an alternative, say “yes and let's also consider...” as opposed to saying No or But.

