

Fluid Facilitation Techniques



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?



Acknowledge the Climate

Try saying:

- I can see this topic is bringing up feelings so let's take a moment and take a breath to ground us. It is okay to agree to disagree.
- I'm going to invite a breath so we can all take in what was just said.
- I might need a moment after that... okay to take a quick break?



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.



Fluid Facilitation

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

Fluid Facilitation Practice

Say hi to your facilitation team!



Have 1 person read the scenario.



Work together to offer a move for each of the cards. Don't overthink it.



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:

1. Read the Scenario:

A white man is constantly cutting off people and dismissing comments by people of color. He says "I think we need to stop complaining and move to finding solutions."

Step 3: Reflect

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

Step 2: Take turns responding using each of these moves.

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Scenario #2:

1. Read the Scenario:

A committee is being formed to give feedback on new hybrid work policies.

Someone says: How come there are no Black identified folks on this committee?

The person leading the committee says: "This isn't about race. Let's keep this focussed on the content rather than getting into identity."

Step 3: Reflect

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

Step 2: Take turns responding using each of these moves.

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Scenario #3:

1. Read the Scenario:

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."

Step 3: Reflect

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

Step 2: Take turns responding using each of these moves.

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Scenario #4:

Step 2: Take turns responding using each of these moves.

1. Read the Scenario:

"I don't really see why we have to share our pronouns. I've always just gone by 'he,' and this feels performative. Plus, why are we spending so much time on this instead of focusing on hiring more people of color?"

Step 3: Reflect

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

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