

# Greetings, Facilitators! How are you feeling today?

WHEN THE CAFFEINE



KICKS IN

1



2



3



Okay!

4



I AM CHILL

5



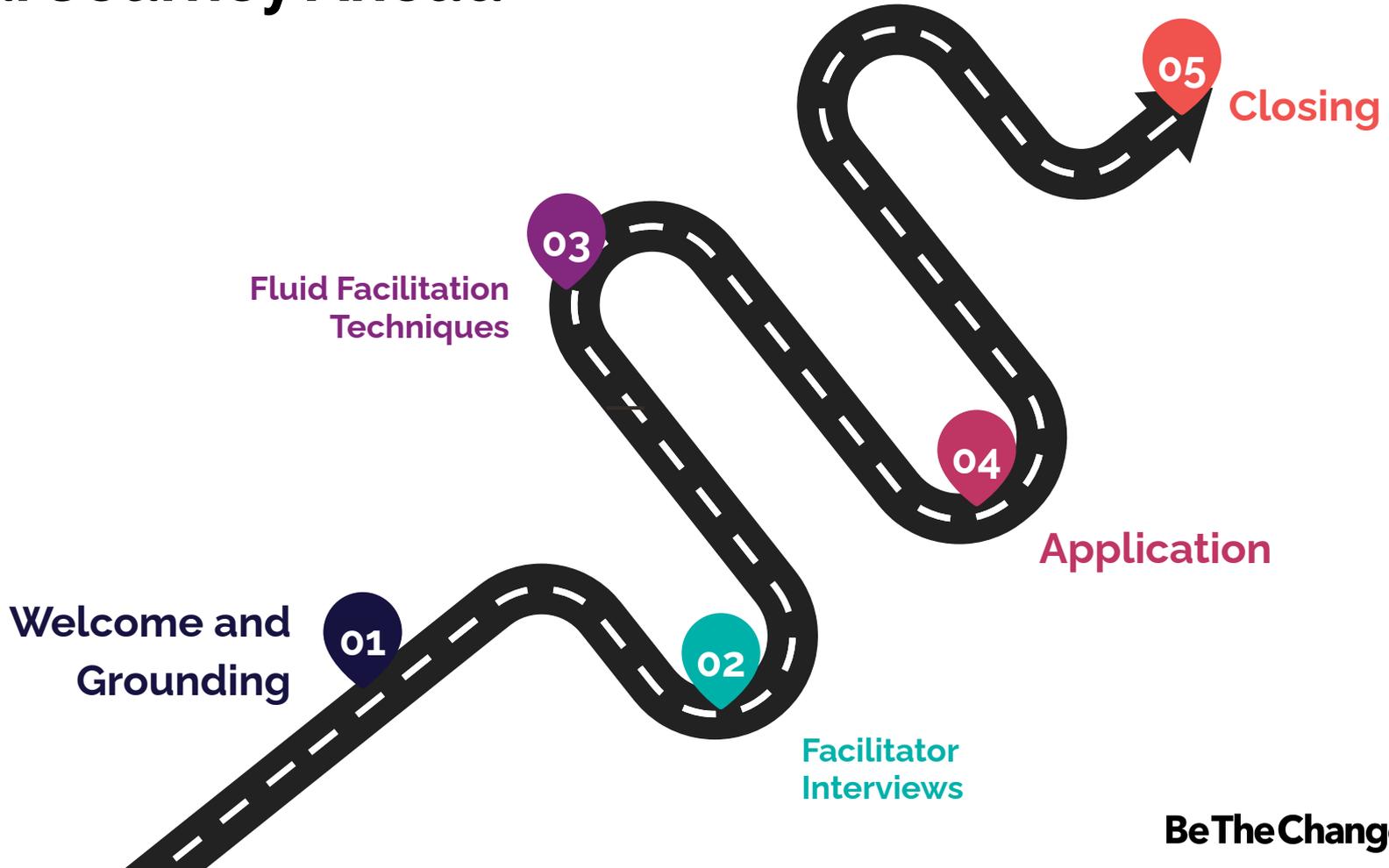
# Sharpen your Skills: Facilitation Clinic

Public Training  
Series 2025

**BeTheChange™**



# Our Journey Ahead



# Race Forward Renaming



**Black/  
African-American**



**White**



**Write In Your Own (i.e. Asian, Hispanic, POC, Indigenous)**

**Being race forward means putting race and racism at the center of our conversations,** rather than avoiding or downplaying them. *This approach helps us better understand how people's experiences are shaped by race and systemic inequalities.* **When we are race forward, we can have clearer, more honest conversations about equity** — recognizing the real barriers some face and working together to create fairer, more inclusive spaces for everyone. It moves us from guesswork to understanding, and from silence to action.

## Facilitator Interview Questions

**Think of a recent time when you felt triggered or stuck as a facilitator? What happened?**

(When facilitating or in a meeting, or in a workplace conversation)



## Facilitator Interview Questions

During this experience,  
what's something you  
said or did that you **feel  
good about?**

OR what's something  
you **WISH** you had said  
or done?

**Focus on  
Impact Rather  
Than Intent**

**Notice and  
Name: Any  
Resistance**

**Step Forward, Step  
Back with Intention  
Black & Indigenous  
Voices First &  
Non-Black POC  
Voices Next**



# Share out Debrief/ Values:

Self-awareness and reflection

Patience and presence

Transparency and meaning-making

Responsiveness and Leadership

Tension and Balance

Care

Collective responsibility

Structure and alignment

Intentionality

Self-regulation

Courage and accountability

Healing and repair

Confidence

**White allies share  
first, then BIPOC next**

**For TODAY...**

**Direct line staff and coordinators first and then managers and directors.....**

**For TODAY...**

**Executive  
Leadership team first  
then directors and  
managers....**

**For TODAY...**

Take  
care of  
your  
needs!



# 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:

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

## 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?

### Interrupt

*"I want to pause here. I'm noticing that when some of our colleagues of color are speaking, we're seeing more interruptions. That impacts whose voices are being centered. Let's be mindful of that so we can hear everyone fully before moving to solutions."*

### Re-Frame

*"I want to pause here. I'm noticing that when some of our colleagues of color are speaking, we're seeing more interruptions. That impacts whose voices are being centered. Let's be mindful of that so we can hear everyone fully before moving to solutions."*

### Expand Participation

*"It's natural to want solutions — and part of the solution is listening deeply first. When we rush to fix, we can end up ignoring harm or missing what people of color are sharing about their lived experience. So let's slow down and give space to that first."*

### Validate

*"It's natural to want solutions — and part of the solution is listening deeply first. When we rush to fix, we can end up ignoring harm or missing what people of color are sharing about their lived experience. So let's slow down and give space to that first."*

### Acknowledge the Climate

*"I want to pause here. I'm noticing that when some of our colleagues of color are speaking, we're seeing more interruptions. That impacts whose voices are being centered. Let's be mindful of that so we can hear everyone fully before moving to solutions."*

### Welcome Resistance

*"I'm hearing a push to move on — I want to acknowledge that urgency itself can be a dynamic of privilege. It often shows up in racial equity conversations and can unintentionally silence the voices we most need to hear. Let's practice patience and curiosity here."*

**Model Yes, And** *"Yes, we do want to get to solutions — and part of that process is understanding the full picture of harm and experiences first. Solutions built without listening often reinforce the very patterns we're trying to change. Let's center listening first, then move to action."*

**Direct Call-In (if behavior is ongoing and harmful)** *"I need to name something here: I've noticed multiple times that folks of color are being interrupted or dismissed. That's not aligned with the space we're building together. I'm going to ask everyone — especially white participants — to slow down, listen more, and be mindful of how we're taking up space."*

# Scenario #2:

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

### 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?

#### Interrupt

*"I want to pause here. Actually, who is in the room — and who isn't — **is** the content. Feedback on hybrid policies affects people differently depending on their lived experience, including race. Let's take a moment to examine that more closely."*

#### Re-Frame

*"I want to pause here. Actually, who is in the room — and who isn't — **is** the content. Feedback on hybrid policies affects people differently depending on their lived experience, including race. Let's take a moment to examine that more closely."*

#### Expand Participation

*"I want to appreciate the person who raised that question — representation matters deeply when we're shaping policies. Race and identity aren't a distraction from the conversation — they help us understand what inclusive policy really looks like."*

#### Validate

*"I want to appreciate the person who raised that question — representation matters deeply when we're shaping policies. Race and identity aren't a distraction from the conversation — they help us understand what inclusive policy really looks like."*

#### Acknowledge the Climate

*Yes, this committee has an important job — and part of doing that job well is asking whose voices are missing. Let's be honest: policies that don't account for racial equity can widen gaps. So let's stay with this question and talk through next steps for inclusion."*

#### Welcome Resistance

 *"I hear a desire to keep this focused, and also want to acknowledge that pushing identity to the side is a dynamic we see often — and one that unintentionally upholds exclusion. Talking about race doesn't derail progress — it strengthens it."*

# Scenario #3:

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

## 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?

**Interrupt**  
*"I want to pause to recognize that this is an important frustration. Sometimes when we focus on race, it can feel like other struggles are sidelined. Part of this work is learning to hold those tensions and build solidarity across issues."*

### Re-Frame

*"I hear you — sexism and gender discrimination are real and important. This session is focused on racial equity, but that doesn't mean other issues aren't valid or don't deserve attention. We're focusing here so we can dig deep, but there are many intersections between race and gender we can explore together."*

**Expand Participation**  
*"Thanks for sharing your feelings. It's common to feel left out when conversations focus on one type of oppression. Part of racial equity work is understanding how systems overlap — including sexism — and how different identities shape people's experiences."*

**Validate**  
*"I hear you — sexism and gender discrimination are real and important. This session is focused on racial equity, but that doesn't mean other issues aren't valid or don't deserve attention. We're focusing here so we can dig deep, but there are many intersections between race and gender we can explore together."*

### Acknowledge the Climate

*"I want to pause to recognize that this is an important frustration. Sometimes when we focus on race, it can feel like other struggles are sidelined. Part of this work is learning to hold those tensions and build solidarity across issues."*

**Welcome Resistance**  
*"Thanks for sharing your feelings. It's common to feel left out when conversations focus on one type of oppression. Part of racial equity work is understanding how systems overlap — including sexism — and how different identities shape people's experiences."*

**4 Model Yes, And** *Yes, sexism is a critical issue — and racial equity work often intersects with gender justice. Today, we're zooming in on race to build understanding, but we want to encourage you to bring your whole perspective, and we'll find ways to connect these conversations."*

# 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?

### Interrupt

*"I want to pause here — it's important we don't derail conversations about marginalized experiences by recentralizing the dominant group's experience. Let's stay focused on why inclusive practices like pronoun sharing matter, especially for folks whose gender identities and racial identities are marginalized."*

### Re-Frame

*"Thank you for naming that — I hear that you care about both racial equity and gender inclusion. It's important to remember that these forms of oppression are connected, not in competition. In fact, many folks — especially trans and non-binary people of color — experience both at once. Our goal here is to build a culture where everyone can show up fully, and practicing inclusive language like pronouns is one part of that work."*

### Expand Participation

*"It sounds like you're questioning why we're taking time for this. That's a fair question, and part of learning this work is noticing where resistance comes up for us. I want to invite everyone to think about: Who benefits when we keep race and gender siloed? And who gets left out when we do that?"*

### Validate

*"Thank you for naming that — I hear that you care about both racial equity and gender inclusion. It's important to remember that these forms of oppression are connected, not in competition. In fact, many folks — especially trans and non-binary people of color — experience both at once. Our goal here is to build a culture where everyone can show up fully, and practicing inclusive language like pronouns is one part of that work."*

### Acknowledge the Climate

*"Yes — sexism and gender oppression absolutely matter, and so does racial equity. We're practicing holding both, not either/or. Part of anti-oppression work is building the muscle to stay with complexity instead of simplifying it. Let's lean into that practice together right now."*

### Welcome Resistance

*"It sounds like you're questioning why we're taking time for this. That's a fair question, and part of learning this work is noticing where resistance comes up for us. I want to invite everyone to think about: Who benefits when we keep race and gender siloed? And who gets left out when we do that?"*

# Share out Debrief/ Values:

Uncomfortable with practices the techniques. Sitting with discomfort of when this has occurred in my meeting spaces.

A little nerve wracking. Uncomfortable getting to the scenario to the tool—felt like a slow process. Feedback was given each round and there was some expansiveness to learn.

Everyone has a unique facilitation style. Naturally wove in different responses so created our own bank of responses.

A lot of the tools overlap. One can lead to the next. It can be both a yes, and. Racial affinity groups felt comfortable to work through these scenarios.

Create some dimension to these tools is part of this work.

# Liberatory Facilitator Competencies

**01** Is inclusive of multiple learning styles and modalities.

**02** Invites push back on meeting content non defensively.

**03** Continuously seeks group consent about process and is able to pause during challenging moments to rebuild consent about process.

**04** Leaves space in the session agenda for emergent ideas.

**05** Is attentive to power dynamics in a room and invites perspectives from various "parts" of a group, centering the voices that are typically marginalized.

**06** Use creative ways to invite various perspectives given divergent learning styles and pacing needs compounded with positional power in a room.