




Facilitation as Liberatory Practice

Inspired by adrienne maree brown's Emergent Strategy and Priya Parker's Art of Gathering

RACIAL EQUITY AND SOCIAL JUSTICE INITIATIVE
CO-LEADS RETREAT 2021



- A gathering is not a purpose within itself (don't meet just to meet)

- Specificity is a crucial ingredient

-Reverse engineer an outcome



COMMIT TO A BOLD,
CLEAR PURPOSE

GENEROUS AUTHORITY

- Don't be a chill host - make peace with the necessity and virtue of your power
- Use power to achieve outcomes that are generous for others
- Protect your guests from one another, from boredom, etc. to maintain a generous collective experience
- Connect your guests - connection may not happen on it's own, you need to design it (even in very simple ways).



-Both preparation and presence can have diminishing returns, they also can have exponential returns.

-Focus on the people in the room and the work that is needed, not the scarcity of time.

-Seek balance. If you tend towards preparedness, lean towards presence. If you tend towards presence, lean towards preparedness.

BALANCING PREP & PRESENCE





MOVE AT THE SPEED OF TRUST



- Focus on critical connections more than critical mass.
- Build the resilience of the group by building the relationships.
- Trust isn't built in grand gestures, but in the small moments when people treat what is important to you with care.
- Trust is slow until it is fast.

THERE IS ALWAYS ENOUGH TIME FOR THE RIGHT WORK

-There is a conversation that only the people in this room can have, find it.

-Urgent thinking got us into a multitude of crises. Our potential success lies in doing deep, slow, intentional work.

-Your work is to help groups stay centered, connected, focused under pressure, and to remove false urgency from the work.



WHAT YOU PAY ATTENTION TO GROWS

- Critique, alone, can keep us from having to pick up the responsibility of figuring out solutions.
- Spend less time on the imperfection of the process, and more time articulating and crystalizing our lessons.
- Move beyond beautiful deconstruction and cultivate the muscle of radical imagination.
- As a facilitator, create the possibility of more time spent on our revolutionary goals.



GENERATIVE CONFLICT

- Unlearning supremacy is messy.
- You can be wrong - the place you are wrong might be the most fertile ground for connecting with and receiving others.
- Stop trying to fix others and instead be curious about what they have made of themselves.
- Make real-time actions that contribute to transforming the situation (verus making it worse or doing nothing).





SMALL IS GOOD, SMALL IS ALL



- How we are at the small scale is how we are at the large scale. The large is made up of the smallest things, patterns repeat at scale.
- Help people see, celebrate, and build on the small shifts they are making.
- Transform yourself to transform the world.



THANK YOU