



## BCDI FACILITATION PRACTICES

### Techniques and Approaches

- **Timed Sharing:** Utilize as a way to answer a question or share a reflection at the beginning of a meeting or after a break.
  - Go around the group and each person has 1 minute to explain how they answer a question or a takeaway.
  - Equal voice and time to share.
  - No one is forced to speak.
  - Allow for silence and reflection if someone does not speak or does not fill the entire minute.
  - You will be asked to end sharing at the end of your minute.
- **Fishbowl:** Utilize as a way to create boundaries so active listening and sharing can be supported.
  - Half the members discuss for a specific allotted time, and the other members listen and take notes.
  - Switch roles for the rest of the time.
- **Group Discussion:** Follows a Timed Share or Fishbowl, with a facilitator supporting the norms and expectations.

### Potential Structures

- **Share, Identify, Discuss:** This format allows for all voices to be heard in the beginning of the discussion, but also supports moving towards thinking about the needs of the entire group.
  - **Share:** Ask members of the group to prepare something specific to read, or a question to answer, and then share at the beginning of the meeting.
  - **Identify:** Work together to identify purpose or next steps for the group
  - **Open Discussion:** Make intentional time and space for reactions, thoughts, concerns and responses to anything previously discussed or not yet discussed (see [Creating Consensus](#) for when discussion should move towards making a decision)
- **[Save the Last Word Protocol:](#)** Utilize when discussing and processing a common text
- **[Empathy Circle:](#)** Ask BCDI and Freedom Library about support in facilitating your first group Empathy Circle

