
Leading Inclusive Dialogue

November 2, 2018

“If the structure does not permit dialogue, then the structure must be changed.”

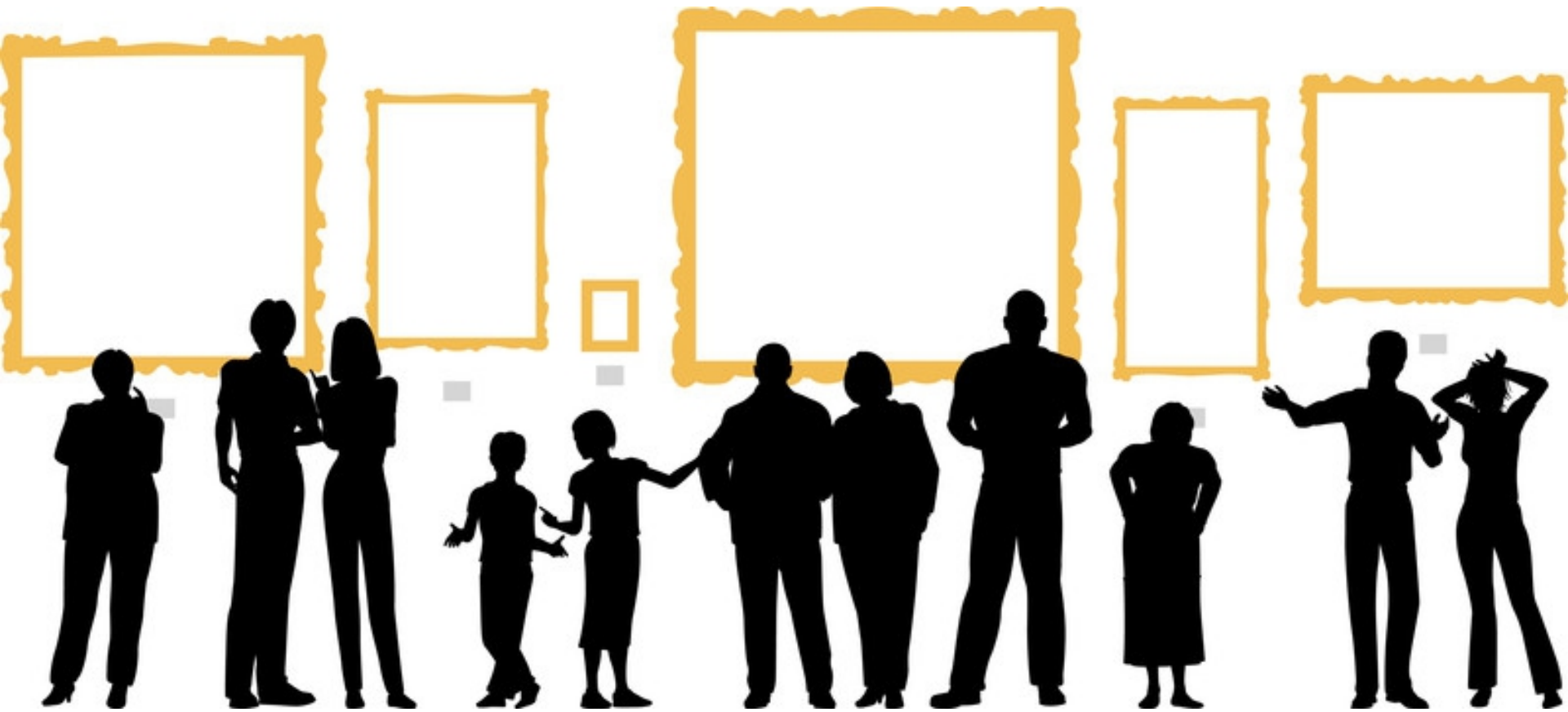
Paulo Freire

Learning Objectives

- 1 Discuss the elements essential to creating safe spaces and elevating participant voice
- 2 Explore facilitation techniques for inviting participation, leveling power differences and creating inclusive, safe spaces
- 3 Reflect on how one's facilitation style contributes to, or takes away from, creating safe spaces for meaningful conversations

Agenda

- 1 Exclusive Dialogue & Why It Exists
- 2 Framework for Designing and Leading Inclusive Conversations
- 3 Application & Reflection



Agenda

1

Exclusive Dialogue & Why It Exists

2

Framework for Designing and Leading Inclusive Conversations

3

Application & Reflection

“ DIVERSITY is being invited to the party. INCLUSION is being asked to dance.”[®]

-Vernā Myers



Brain Science

Automatic

“What are hidden biases? For lack of a better term—bits of knowledge about social groups. These bits of knowledge are stored in our brains because we encounter them so frequently in our cultural environments. Once lodged in our minds, hidden biases can influence our behavior toward members of particular social groups, but we remain oblivious to their influence.”

Reflective

“When it comes to seeking change, the reflective, conscious side of the brain – the side that is unique to humankind – is more than capable of doing the necessary work. Its power derives from its ability to observe itself and use those observations to guide conscious action.”

Source: *Blindspot: Hidden Biases of Good People*
by Mahzarin Banaji & Anthony G. Greenwald

Implicit Voice Theory

- Taken for granted beliefs about when and why speaking up is risky or inappropriate
- Developed over time from interactions with authority
- Unspoken rules of self censorship



Agenda

- 1 The Brain Science
- 2 Framework: Designing and Leading Inclusive Conversations
- 3 Application & Reflection

Conscious Practices

Inclusive Dialogue Begins with Intentionality

Engagement

Inspiration

Freedom

Facilitation Tools

- Who Speaks First?
- Go-round
- Ideastorm
- Talking Stick
- Matchsticks
- Plus-Minus-Interesting
- Spectrum Line
- First to Five
- Stickers and dots
- Urgent-Important
- Six Thinking Hats
- Sharing Withholding
- Small Group
- Think Pair Share
- Spectrum Line
- First to Five

Source: <https://seedsforchange.org.uk/tools.pdf>

Consider	Facilitation Mode
<p>Who is in the room?</p> <ul style="list-style-type: none"> • Who is missing? Why? How do we remedy? • Who will be in the room? • Who typically speaks first? Who typically does not speak? Is there a pattern? • What unique perspectives might others bring that I can leverage? 	<p>Who Speaks First Talking Stick Matchsticks</p>
<p>How are we interacting?</p> <ul style="list-style-type: none"> • Is there a need for reflection and participation? • Are we addressing a challenging topic? • Is their limited participation or engagement? 	<p>Think Pair Share Small Group</p>
<p>What do we need to do/to accomplish?</p> <ul style="list-style-type: none"> • Do I need to capture differing view points? • Are we generating or voting on new ideas? 	<p>Go-Round Idea-Storm (post-its or verbal) Stickers and Dots Sharing Withholdings</p>

Agenda

- 1 The Brain Science
- 2 Framework: Designing and Leading Inclusive Conversations
- 3 Application & Reflection

LESSONS LEARNED

Resources

1. Video: How to Overcome Our Biases? Walk Boldy Toward Them- Verna Myers, TedxBeacon Street
2. Book: Blind Spot: The Hidden Biases of Good People – Mahzarin Banaji, Anthony Greenwald
3. Video: Building a Psychologically Safe Workplace - Amy Edmonson, TedxHGSE
4. Article: What Really is Self Awareness and How to Cultivate It, Tasha Eurich, Harvard Business Review
5. Article: White Supremacy Culture – Kenneth Jones, Tema Okun
6. Facilitation Tools: Seeds for Change – <https://seedsforchange.org.uk/tools.pdf>

Thank you!

Tiffany Quivers
Leadership Development Consultant
www.tiffanyquivers.com
tquivers@gmail.com
804-683-3445