

FACILITATOR HABITS TO ADOPT

EQUITY PAUSE

Before each session, take a moment to reflect on the dynamics of your group by asking yourself:

- **Who usually speaks first?**
- **Who tends to stay quiet or may not contribute as much?**

Consider the various factors that might influence these patterns, such as personality types, comfort levels, or previous experiences in group settings.

- **What specific adjustments can I implement to redistribute that energy and create a more balanced environment where every voice has the opportunity to be heard?**

POST-SESSION DEBRIEF

After facilitating a session, it is essential to take time for reflection, either with a partner or through journaling. This practice enables deeper insights into the group's dynamics and your facilitation style.

Consider the following reflective questions:

- **Whose voices were amplified during the discussion?**

Reflect on the participants who actively contributed and how their input shaped the conversation.

- **Who didn't get airtime?**

Identify those individuals who may have remained silent or were not allowed to share their thoughts. Understanding this can help you recognize patterns of participation and inclusion.

- **What patterns repeated throughout the session?**

Look for recurring themes in participation, engagement, and interaction. This can provide valuable insights into group dynamics and highlight areas for improvement in future sessions.