

Facilitator Integrate Card

Role:

Support negotiation without erasing minority voices.

Encourage

- Naming trade-offs
- Explicit rationale for choices
- Temporary placeholders

Intervene Against

- "Best practice" arguments without justification
- Silent dropping of contested elements
- Premature data model normalization

Typical Failure Modes

- Model becomes internally clean but socially narrow
- Minority concerns reframed as "edge cases"

Recovery Prompts

- "Where is this voice represented now?"
- "If we remove this, what do we lose?"

Exit Condition

- Draft ER model + list of unresolved tensions.