



CENTER FOR
PUBLIC DELIBERATION
COLORADO STATE UNIVERSITY

Facilitation and Equity

Provided for the Center for Collaborative Conservation

AGENDA

Introduction to the CPD

Facilitator Booklet

Equity in Recruitment

Equity in Conversation

Practice



**CENTER FOR
PUBLIC DELIBERATION
COLORADO STATE UNIVERSITY**

The Center for Public Deliberation was founded in 2006. Since then, we have trained hundreds of student facilitators and engaged thousands of community members in important conversations about local government, energy needs, housing and health, and numerous other topics!

DELIBERATION

- Deliberation exists at the intersection between facts, values, and policy.
- It aims to bring citizens together to have productive, thoughtful conversations about issues impacting the public
- It requires *good process* to function appropriately
- Managing power dynamics in diverse groups is a key challenge

TOOLS

- All registrants received a Facilitator Booklet via e-mail
- This contains facilitator moves, advice on recruitment, and a copy of our ground rules
- Feel free to use and tweak these tools to suit your needs!

VALUE RANKING

- You'll be sent to small groups and asked to rank the following values from most important to least important
 - Freedom
 - Justice
 - Equity
 - Community
 - Individual Responsibility
 - Security
 - Diversity
 - Sustainability
- Students will paste these into the chat and lead you through the activity. 15 minutes.

VALUE RANKING

- Can be a vital tool in setting the stage for your conversations
- Asking people to speak from their own experience and define what is important to them helps level the playing field
- Can also serve as a helpful tool when/if conversations get tense
 - "We did our value rankings earlier, which of these values do you think is coming into play right now? What might someone with different values say?"

EQUITY IN RECRUITMENT

- A focus on equity requires more than just a good conversation, it also requires you to focus on *who* is in the room
- Often there are numerous barriers for underrepresented populations to even show up!
- Especially in homogeneous areas like Fort Collins, a focusing on equity in recruitment is key

BARRIERS

- Did they receive an invite?
- Do they have the time?
- Can they get there?
- Do they have conflicting responsibilities?
- Do they feel like they can make a difference?
- Do they feel like they have enough information?

CPD BEST PRACTICES

- Offer multiple times/events if possible
- Offer childcare or children's activities
- Provide small stipends for participation
- Offer translation and interpretation services
- Recruit through various media
- Recruit through trusted stakeholders

ACTIVITY

- Who are the stakeholders in your community?
- What might prevent them from attending your event?
- How might you address those barriers?
- 15 minutes in breakout groups

EQUITY IN CONVERSATION

- Facilitators play an important role in modeling conversation behaviors
- Set ground rules/conversation norms
- Model good active listening
- Clarify the importance of both content and context experts
- Use facilitator tools/moves to invite participants into conversation

"EXPERTS"

- Content v. context experts
- Facts and data are important, but shouldn't be the only drivers of our conversations
- Welcome and honor lived experience as expertise

GROUND RULES

- Be honest and respectful
- Listen to understand
- It's okay to disagree, but do so with curiosity, not hostility
- Be brief so everyone has a chance to participate
- Stay in learning mode

FACILITATOR MOVES

- Paraphrase for clarity
- Let the silence hang
- Bring in the empty chair
- Refer back to the ground rules

REFRAMING

"It sounds like you're concerned..."

"Reintroducing wolves in Colorado has to be one of the biggest examples of government overreach and environmentalism-gone-wild that I've ever seen! I don't think these people understand what it is going to do to our ecosystem and to folks who live near those habitats! It is dangerous to their children and their families!"

ACTIVITY

- Students will read statements and paste into chat
- Participants will each take a turn to practice drawing out key values, interests, and goals
- Then, each participant will ask a question that opens up the conversation
- 15 minutes in breakout groups

PRACTICE

- Round One: Students will first model facilitation behaviors by leading a discussion about Approach 1 in the Climate Choices NIF Guide
 - Trainees will participate as if this is a normal event
- Round Two: participants will practice facilitating the same Approach with "difficult participants". Played by students (and others in the group who are willing!)
 - Practice paraphrasing, referring to ground rules, etc
- Students will debrief and provide feedback
- 10 minute model facilitation, 20 minute practice facilitation

Thank you!

Information for the Community Language Co-Op:

<https://communitylanguagecoop.com/>

For more information about the CPD and our projects:

<Cpd.colostate.edu>

Questions? Feel free to e-mail me!

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