



2024 IAP2 Skills Symposium Training Proposal: Course Agenda

Socially Intelligent Facilitation for Equitable Participation

Day 1

Start-ups

- Welcome, Introductions, and Human Scale
 - Get to know the skills, roles (jobs), experience, and interests in the room
- Agenda overview
- Role Contracting
- Group Agreements: The Social Contract of Equitable Participation

The Facilitator's Responsibilities

- Facilitator's Role in DEI
 - What does a facilitator do?
 - What is a facilitator's role in creating equitable processes?
- Other meeting roles

Setting the Table for Equitable Participation in Meetings and Processes

- Broaching and Is/Is Not
- What is The Table?
- Implications of inviting people to a table that wasn't created by them or for them.
- Understanding barriers to participation

The Social Intelligence of Facilitators

- Understanding Your Social Identities
- Tower of Perception
- Perceptions and Assumptions
- The Ways We Create Barriers

Day 2

Applying a Socially Intelligent Lens to Meeting Planning and Facilitation

- Socially Intelligent Meeting Planning
- Meeting Participant Needs - Preventions and Interventions
- Overcoming Barriers
- The Iceberg of Needs
- Scenario Practice

The Realities of Facilitating Across Differences

- Facilitation Style Self-Assessment
- Response-ability
- Conflicting Needs
- Facilitating Challenging Situations
- Scenario Practice