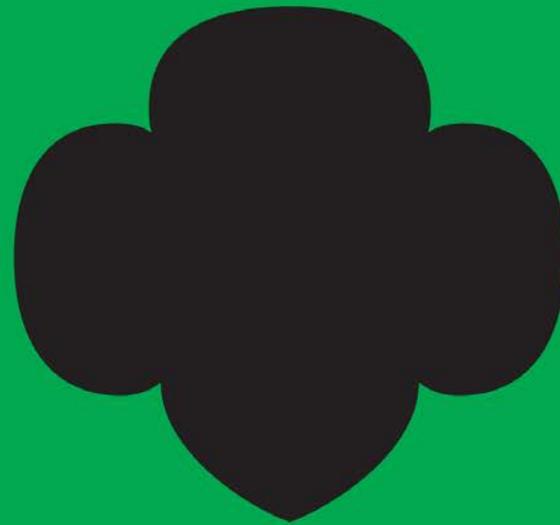




# Facilitator Training

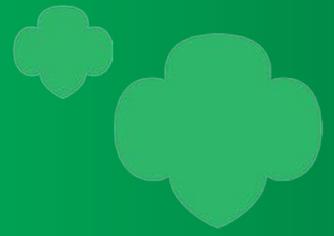
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# There's More We Can Do



# Use Your Voice: Racial Justice Town Hall

# Introduction



Keep it short  
and sweet!

First Name  
and  
Affiliation

“I am here to help facilitate  
conversation, however I am  
NOT an expert...”

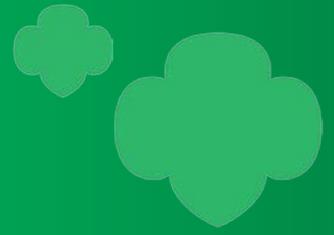


There's More  
We Can Do



Use Your Voice:  
Racial Justice Town Hall

# Script



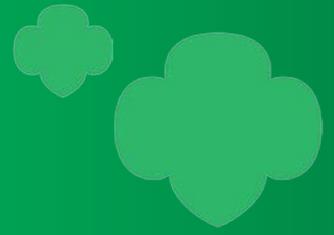
*Follow it*

*Let the group speak*

Guide when guidance is  
needed



# Script



Wow! Those young women definitely had a powerful message. We are here now as a time for us to figure out what comes next. Whenever a problem is presented, a good way to help think through it is to think through the “What?” “So What?” and “Now What?” The “What?” are the facts or description of the problem. We just spent the last hour hearing the “What?” so we will start with the “So What?” The “So What?” is the analysis stage, so it is when we start talking about our feelings and the things that really hit us. Before we get started, let’s talk about some community guidelines.

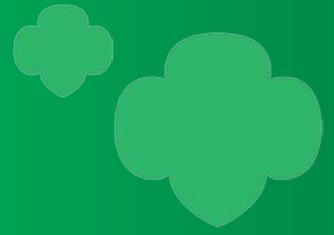


**There’s More  
We Can Do**



**Use Your Voice:  
Racial Justice Town Hall**

# Script



## Acknowledgement

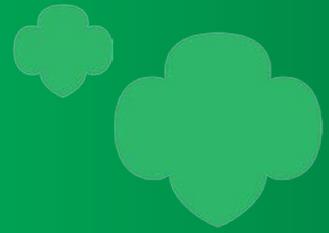
- Acknowledge that the members of this group all have individual experiences that are their own and do not represent a group they may belong.
- Acknowledge that this topic can be uncomfortable, and it is OK to feel discomfort.

**There's More  
We Can Do**



**Use Your Voice:  
Racial Justice Town Hall**

# Script



## Use I Statements

- What comes from your feelings is your own, and rather than using You statements that can be accusatory, bring I statements to the conversation and acknowledge that you are the person who has this feeling.



# Script



## Respect

- Be respectful to those speaking and those listening.

## Trust

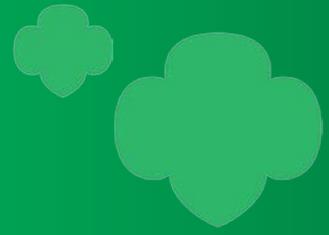
- Trust that the other people are here to learn more and do more.

## Listen

- You can learn a lot by just taking a minute and listening to others before reacting.



# Script

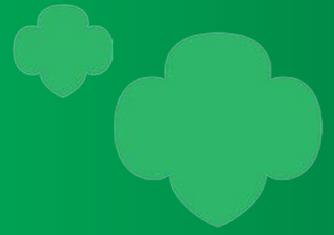


## Share the Mic

- We want all voices heard here. As the facilitator, you may call on those who have not had the opportunity to speak. We want everyone to have the same opportunity to be heard, but please do not feel like you must speak. Listening is learning.



# Script



## Confidentiality

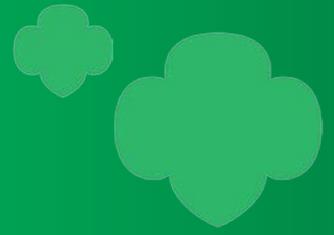
- What's said here, stays here, what's learned here, leaves here.

## No Experts

- None of us, including me, is an expert in Racial Justice. We are here to have a respectful conversation about what was said during the panel discussion.



# Script

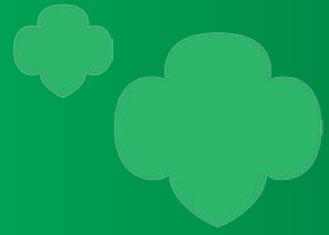


Now that we are set on the community guidelines, let's get to the "So What?"

**What stuck out to you about what the young women said?  
What is resonating in your brain?**



# Script



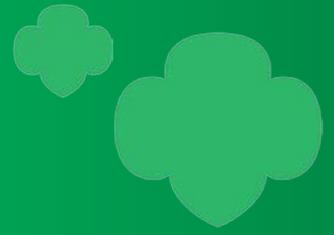
Give the group time to speak. This is especially difficult if you are facilitating this as a virtual session, so be thoughtful about it.

As conversation dies down, move on to the “Now What?”

*This is important, give them time to actually speak!*



# Script



OK, I think we have really hammered out what hit us in the “So What?” The most important step of this conversation is the “Now What?” This is the point that we can each figure out how to take this information and push forward.

Thinking about how things have been in the past and what these young women have shared today, along with your own personal experience, what can YOU do to make a better future?

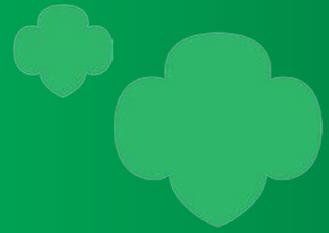
How can YOU be a part of making it a reality?

What do you think you can take from their examples to build YOUR OWN work?

Remember, change can happen in both small ways and big ways!



# Script

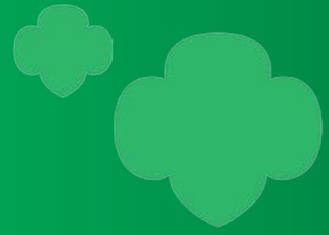


Give the group time to speak. As conversation dies down, move on to challenge them and close out.

*Again, this is important, give them time to actually speak!*



# Script



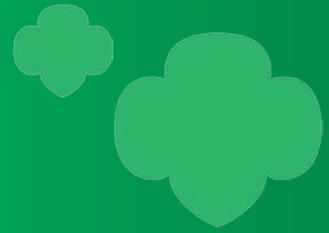
Thank you all for being brave in this space today and speaking truth to power.

I challenge you to take the things we just discussed and push forward and make the world a better place, as it says in the Girl Scout Law!

Let's wrap up by watching this short video.



# Wrap Up



Watch the Video

Thank them for  
brave  
conversations!

Make sure they know they  
can leave the Zoom at that  
point.



There's More  
We Can Do



Use Your Voice:  
Racial Justice Town Hall

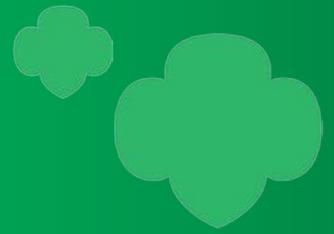
# When Things Don't Go As Planned

**There's More  
We Can Do**



**Use Your Voice:  
Racial Justice Town Hall**

# 5 Ineffective Strategies



Do Nothing

Become  
Defensive

Sidetrack the  
Conversation

Appease the  
Participants

Terminate the  
Discussion

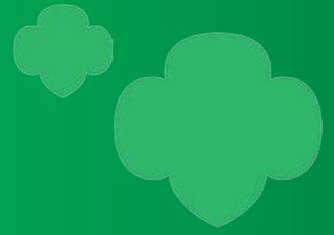


There's More  
We Can Do



Use Your Voice:  
Racial Justice Town Hall

# Steering the Conversation



Control the PROCESS

Not the CONTENT

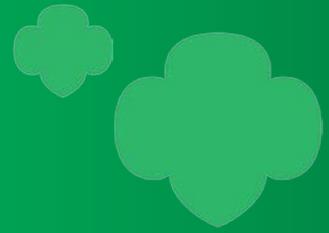


**There's More  
We Can Do**



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# To Engage or Not Engage

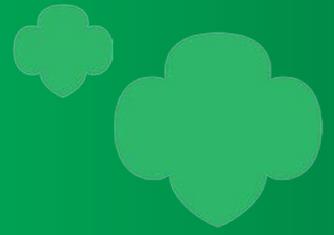


Remember the Community  
Guidelines

Revisit them if needed



# Drop the Rope



Disagreement is natural,

Arguing is not helpful.



**There's More  
We Can Do**

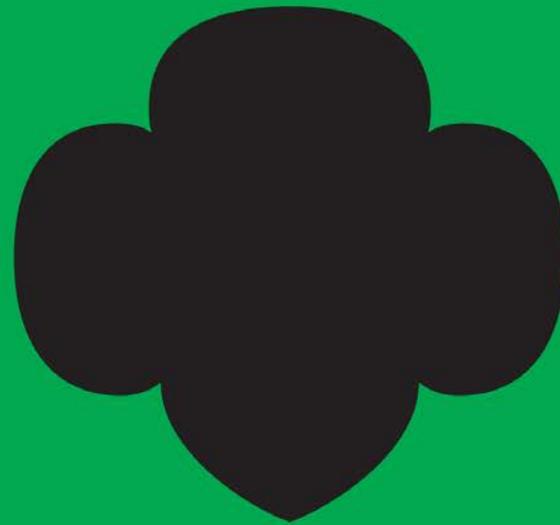


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We Can Do**

**Facilitator  
Training**

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