We believe in the power of networks to foster collective action. We understand the unique struggles that networks face and the specialized approaches and strategies necessary for networks to be effective.

Our goal is to help **you** and **your network** be better equipped to create impact.

Welcome! Please check in...

Name	Network/Organization	Where in the world are you today?	How are you feeling today?
Kerstin Tebbe	Collective Mind	Tampa, Florida, USA	Energized!
Rachel LaForgia	Peace and Security Funders	Jersey City, NJ	Tired...but drinking coffee!
Josh Adams	Walla Walla Community College	Walla Walla, WA	Like there isn't enough coffee
Amanda Korte	Council of State Governments	Minneapolis, MN	Cold! 29 degrees.
Courtney Lewis	Institute for Nonprofit News	Pittsburgh, PA	Yea, not so great.

Agenda for today

- Welcome and check-in
- Setting the scene (brief presentation)
- **What?:** Definitions (short breakouts)
- **So what?:** Implications (slightly longer breakouts)
- **Now what?:** Full group identification of key takeaways
- Closing

Inclusive Facilitation in Networks: What?

What does inclusive facilitation mean within your network?

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What:

Ensuring no one is left behind in the design, implementation and monitoring of interventions

Ensuring all voices are heard

Making sure you create a safe space for everyone to feel comfortable

Ensuring that diverse views have space to co-exist

Ensuring that respect and other community agreements are upheld

Ensuring that progress towards goals is made through interactive conversation

Ensuring equal opportunity of voice for all members

Confidence in bringing your unique perspective and experience to the network

Ensuring that folks are all able to feel seen

Ensuring we are serving and engaging a diversity of member segments in a way that is meaningful to them

Working together better

Encouraging and empowering everyone to participate in systems change

Enabling and promoting equality and inclusivity

Inclusive Facilitation in Networks: What?

What does inclusive facilitation mean within your network?

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How:

Facilitation that creates a safe space for everyone in the room/all (diverse) voices to be shared and heard**

Using different methods for communication and engagement

Relying on a few leaders who monitor what is going on including helping network members to participate in events, discussions, as well as help with strategizing, toolkits, etc.

Peer empowerment to spread the facilitation process and responsibility

Inviting group members to facilitate meetings & facilitating sessions to be inclusive of diverse group members.

Ensuring that programming is anti-racist

Having tools and methods to address any issues of people abusing the space quickly if they arise

Using a variety of participatory experiences in events, webinars, onboarding, 1:1 meetings, everywhere

Providing space for members to share in facilitation and ownership of network support

Meetings that have the participation from members from the start, in setting the agenda

Inclusive Facilitation in Networks: So what?

What methods have you used/seen used as a facilitator/participant that has enabled more voices to be heard?

General:

Variety of methods for people to express their ideas and feelings, including anonymous ways of doing so

Co-creation of spaces

Feedback opportunities

Personal engagement

Prep work and time to digest

Taking time to build community before jumping into action

Encouraging voicing others' opinion

Allowing individuals to engage at their own level of comfortability

Giving time for care

Inclusive Facilitation in Networks: So what?

What methods have you used/seen used as a facilitator/participant that has enabled more voices to be heard?

Specific:

- Creating spaces (virtually and in person) for smaller groups to exchange and work together around topics of interest in different ways
- Surveys
- Focus groups
- Community meetings
- Follow-up calls
- Providing multiple media options for people to use their "voice" (verbal, chat box, writing in shared notes)
- Using different group sizes so people feel safe that involve voluntary report outs.
- Having participants call on another participant as the next speaker at random has worked well for us in the past
- Providing designated spaces for individual responses (post it notes, virtual spaces) prior to group sharing

Inclusive Facilitation in Networks: So what?

What methods have you used/seen used as a facilitator/participant that has enabled more voices to be heard?

Specific (continued):

    More structure – we frequently use Conversation Cafe to structure small group discussions AND hold people to the structure to ensure everyone has a chance to speak and that the conversations don't get hijacked by the strongest voice in the room

    Asking those who have not spoken if they would like to contribute

    Allowing for conversation to happen in the chat for those who feel more comfortable writing

    Limiting speaking for those who have taken up a lot of space

    Quick surveys during the calls

    Workshops and action plans

    Organizing specific people to speak up at meetings, to ask questions or make statements, to ensure broad representation of ideas

    Mike line

https://airtable.com/shr9Tod3XST9hV5jV/tbl3k9dx4wexCFcC0

Inclusive Facilitation in Networks: Now what?

What specific challenges does your network have with inclusivity?

Challenges of cultivating and managing diversity:

    Huge diversity in membership and tendency for prominence of a small number of very experiences, vocal and influential members

    We are predominantly White network and all-White staff. This is a challenge.

    How to find a balance between being inclusive and taking necessary decisive leadership

    Access to different communities

    Making sure that we know who our network is

    Engaging all people within the community

    Understanding and valuing different lived experiences and expertise

    Being welcoming and open to a wide audience who does not fit within a specific profile or background in order to create an inclusive space

    Language barriers – working in 3 languages at once with interpretation in online meetings.

Inclusive Facilitation in Networks: Now what?

What specific challenges does your network have with inclusivity?

Challenges of cultivating and managing diversity (continued):

We have people who use different technologies and have different cultural norms and habits – and so relying on 1 or 2 mediums for communications (e.g. a shared calendar, newsletter) is not really inclusive to many of our community

Not having enough time with many people

Managing dominance/power:

The loudest/more experienced voices always get heard.

Difficult to assign people to do specific tasks to ensure broad participation - many are comfortable with being "led" as opposed to actively participating in or initiating proposals/activities.

Would like to be better at giving equitable 'airtime' throughout the meeting

Including more people from the Global South in leadership roles

Inclusive Facilitation in Networks: Now what?

What specific challenges does your network have with inclusivity?

Managing dominance/power (continued):

    Certain voices dominating conversation while others might not feel safe to speak, feel like they're off the hook since someone else is filling airtime

    Different preferred modalities between network leadership and network members

    Lack of representation and visibility

    Differences among roles or authority-levels across our members in our network.

Trust**

Questions? Reflections?

Inclusive Facilitation in Networks: What?

- Participating in all directions instead of one-direction, sit and get. Only coming from an expert
- Interactive formats for virtual conversations
- Having enough space for everyone to participate
- Pre-faciliation in terms of what could be potential barriers to participation to the people coming to the space. Based on that. Thinking about how you can create safer spaces. Not only for those participating in the conversation, but for those who aren't participating.
- Using structure to promote inclusion --- for everyone to have a voice
- Producing guardrails to make facilitators accountable for being inclusive
- Inclusive facilitation might look "slower" than other forms of facilitation --- it takes more time to be intentional and inclusive
- Think about power (who actors are as facilitators/ participants) --- think as a facilitator how to hold power in a space

Inclusive Facilitation in Networks: So what?

- Why do we do it?
- Are there standard ways of doing it? Having our own toolbox and knowing/trying out what works best for us, in our style of facilitation.
- Creating group agreements from the beginning of the process - rely on it if issues or conflicts arise.

Inclusive Facilitation in Networks: Now what?

How did this go?

Please take our very brief feedback survey – **thank you!**

Upcoming Opportunities

Introduction to Networks – **November 2nd at 1pm US ET**
- Learn about what networks need to be effective and impactful

Introduction to Network Management - **November 9th at 8am US ET**
- Join us to learn about and discuss effective network management practices and skills

Network Needs and Leads - **November 9th at 1pm US ET (30 min)**

Community Conversation: Nested Networks - **November 16th at 10am US ET**

Check out our weekly newsletter for new content and opportunities!