



LiY! Facilitation Concepts

This guide covers key facilitation concepts that are applicable to all types of sessions. The concepts emphasize the foundational LiY! facilitation principles of weaving diversity throughout the sessions and maximizing participant engagement. For implementation ideas, please see the specific session facilitation guides or engage the LiY! community of users by posing a question in the LiY! Forum.

Address Issues of Diversity and Inclusion

- Identify multiple angles through which to bring up diversity and inclusion topics.
- Explore multiple dimensions of diversity and the intersection of identities (e.g., race, ethnicity, ability status, gender, sexual orientation).
- Emphasize historically and socially significant diversity topics and diverse identities.
- Engage all speakers and attendees with diversity topics.

Develop a Questioning Strategy

- Prepare strategies for keeping discussion momentum going and on topic.
- Consider ahead of time what issues you would like to address in the session and develop open-ended questions around these issues.
- Think of ways to elicit relevant anecdotes from participants to foster fruitful and applicable discussions.
- Allow audience time and space to initiate discussion. This may require waiting and slowly counting to 20 before jumping in with one of your own questions or observations.

Choreograph Group Dynamics

- Develop an environment that is safe, trusting, and open so as to encourage a free flow of ideas and experiences.
- Think ahead about various methods to engage all participants.
- Be explicit about the goals and intention of group engagement activities.
- Pay attention to who is getting air-time and develop strategies to diversify who is heard.
- Pace activities to maximize engagement (e.g., variety, style, level of interaction, time).
- Be engaged with the discussion at hand but also notice what else is going on in the room, such as participant energy level and attention and who is participating, in order to change activities and focus as needed.

Reflect on the Session

- Clarify and summarize key points at the conclusion of the session.
- Offer an in-person post-workshop evaluation form to get participants' feedback.
- After the workshop, take notes about what worked and what might be done differently.

