Facilitation

INCLUSION

Facilitate inclusive projects!

Welcome to this tutorial on facilitating inclusive projects!

To make everyone feel included in a project, follow these principles:

1. Have trust!

Be open to learning new things and have trust.
Great facilitators lead by example. They have a respectful attitude, openness, and curiosity and admit that adults have a lot to learn too!
Have trust in the young people by creating a project where they can give their best and engage in creative peer-learning processes.

2. Let participants decide!

Let each participant decide on their expertise, interests and needs:
Inclusion means considering and acknowledging differences, though do check for possible gaps between reality and perception. Building an awareness of your own prejudices and stereotypes will help you control your actions. Indeed, being biased prevents us from being equally empowering towards everybody.

3. Be a co-pilot

Be a co-pilot… from the back seat!
The right balance between leading and letting your own dynamic develop is a central challenge for facilitators. Be visible, but never dominant. If something happens that you don't like, address it and help the young people to see beyond their horizon!
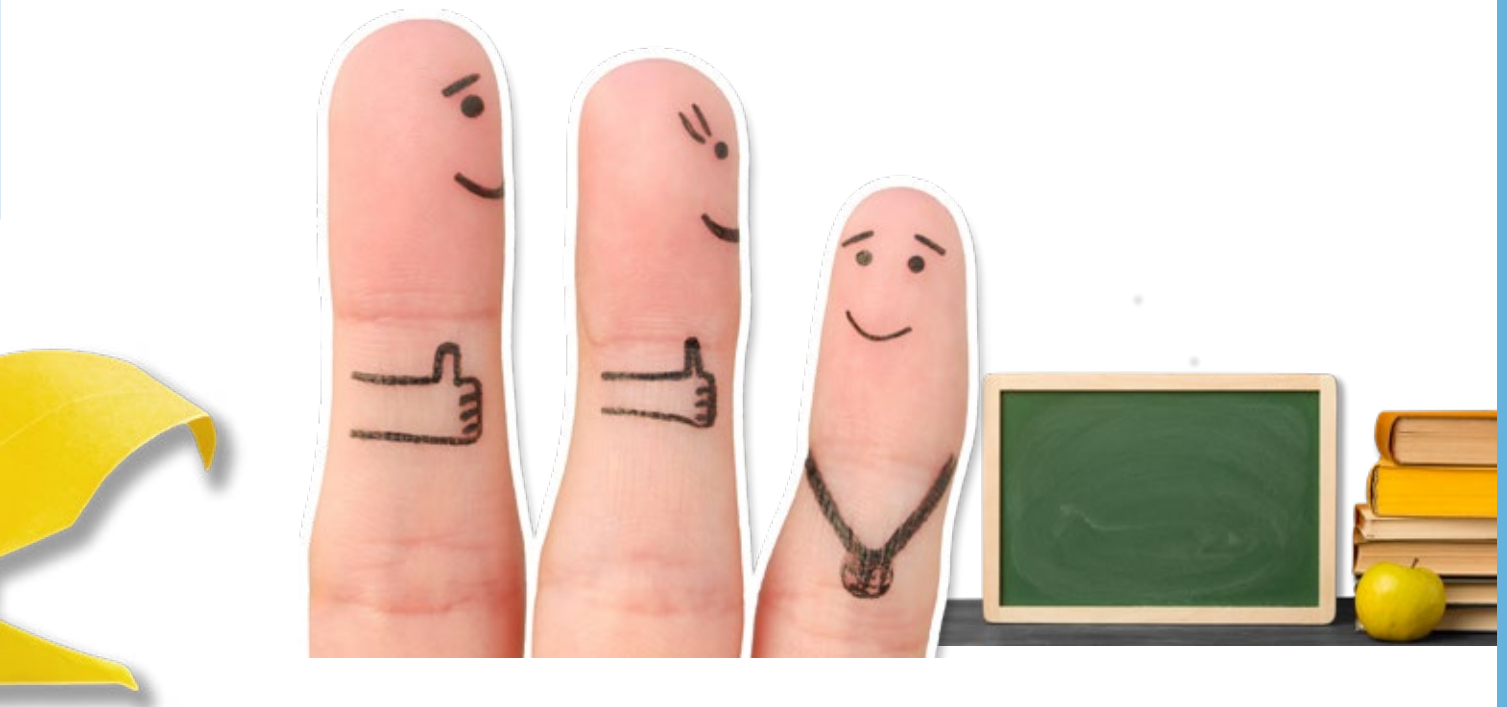
In order to promote participation, it is useful to display consciously facilitative actions, such as:

- Open and/or closed questions

- Techniques for active listening, like verbal and non-verbal cues, which express empathy and interest.

- Repetition of content and verbalization of perceived feelings.

- Expression of a personal opinion, like comments and compliments and

- Picking up on statements from participants to further elaborate their narrative

- Using surprising or provocative statements to challenge the group.

With dialogic attitude and facilitative techniques, you can create an ideal inclusive project!