Inclusion Icebreakers Facilitator Guide

Prior to meeting

- Select an icebreaker and run-thru the activity yourself (or with your co-facilitator). *We recommend choosing a topic you are most comfortable with to help build your facilitator muscle and your confidence leading.*
- Read “how to use this card or activity” found at the top of most icebreakers.
- Contact Mines DI&A diversity@mines.edu with any questions to help clarify the activity.

During the meeting

- Set aside 5-minutes at the start of a meeting for the inclusion icebreaker activity.
- Allow enough time for your participants to engage in personal reflection before jumping into group discussion.
- We strongly recommend reminding participants of anonymity and confidentiality when sharing stories.
- Ask individuals to relate the topic to their current work environment and/or campus climate.
- Invite dialogue on how the topic might create new direction for how we engage in our work, how we engage with our peers, or in our activism.
  a. This could include brainstorming steps to intervene or make a change when presented with similar challenges.

Wrapping up the experience

- Thank everyone for participating.
- Encourage those in attendance to continue practicing by joining a DI&A learning community.
- Invite others to facilitate.
- Assess satisfaction or interest for future topics – don’t be surprised if the first attempt is a little awkward; everyone approaches DI&A-related topics from different depth and length of experience. Keep trying!

Facilitating through resistance

When and how to intervene

- Assess the conversation/situation by asking yourself:
  - Is what was said important to address? Or was it used to purposefully derail the activity?
  - Should I take the person aside later or address in the moment?
  - What is stopping me from intervening?
    - **Fear** – we’re all going to make mistakes, but that’s how we learn and grow, and grow deeper connections with our peers or colleagues
    - **Not in a position of influence** – find someone who is (preferably an ally) and voice your concerns
When you’re ready to act

- **Respond**
  - “I hear you. Thank you for sharing your experience. I think it’s important to remember just because you haven’t personally experienced discrimination, doesn’t mean it doesn’t happen and that the experiences of those who have are not valid.”
  - “I’m surprised you would say something like that considering how supportive you are of women (or any social identity: race, age, religion) in X.” (arouse dissonance)
  - “Thank you for sharing. Let’s continue to learn from each other.”
  - “I know you are super excited to get your idea out, but she wasn’t done telling us about hers.” (use humor)
  - “Engaging in DI&A work should not be seen as the end, but as part of a longer process.”

- **Ask**
  - “What could be another point of view?”
  - “We’re beginning to veer away from the scope of today’s objective. Would it be okay if I followed up with you later to discuss your questions or concerns further?”
  - “That doesn’t sound like something you’d say. Can you help us understand your position a little better?” (invite clarification)

References


Dealing with Disruptive and Resistant Behavior. The Knapsack Institute: *transforming Teaching and Learning, The Matrix Center for the Advancement of Social Equity and Inclusion at UCCS.*

Interrupting Bias in Industry Settings. *National Center for Women and Information Technology.*

[https://www.ncwit.org/resources/interrupting-bias-industry-settings](https://www.ncwit.org/resources/interrupting-bias-industry-settings).