

Welcome!

COMMUNITY-DRIVEN PLANNING

for racial and climate justice

FACILITATOR CERTIFICATION PROGRAM

In the Chat:



**Facilitating
Power**

What is something (food or otherwise) you'd bring to a **HARVEST PARTY** that shows what you love about Fall?

Community Agreements

1. BE FULLY PRESENT
2. PRACTICE RESPECT FOR ALL
3. HONOR MULTIPLE PERSPECTIVES
4. TAKE SPACE, MAKE SPACE
5. BE OPEN TO NEW POSSIBILITIES
6. CULTIVATE MUTUALITY
7. ASK FOR WHAT YOU NEED

SEPT 23, 2025

HARVESTING COMMUNITY INSIGHTS

25 min **WELCOME, OVERVIEW, AND GROUNDING**

45 min **CREATING THE CONDITIONS FOR PEOPLE TO BE SEEN & HEARD**

10 min **PROCESS TRACKERS**

5 min **BREAK**

40 min **WORKSHOPPING CHALLENGING SCENARIOS**

10 min **CLOSING REFLECTION**

OBJECTIVES

Increased confidence, tools, methods, and insights to engage the following capacities in our community-driven planning projects:

- *Use creative means to gather the different pieces of the vision that community members are holding*
- *Ensure community members are not only heard, but lead in defining the political, economic and cultural power needed to advance the vision*
- *Use participatory methods to identify community strengths and challenges/threats, analyze the root causes of problems, and build consensus around community-driven solutions*

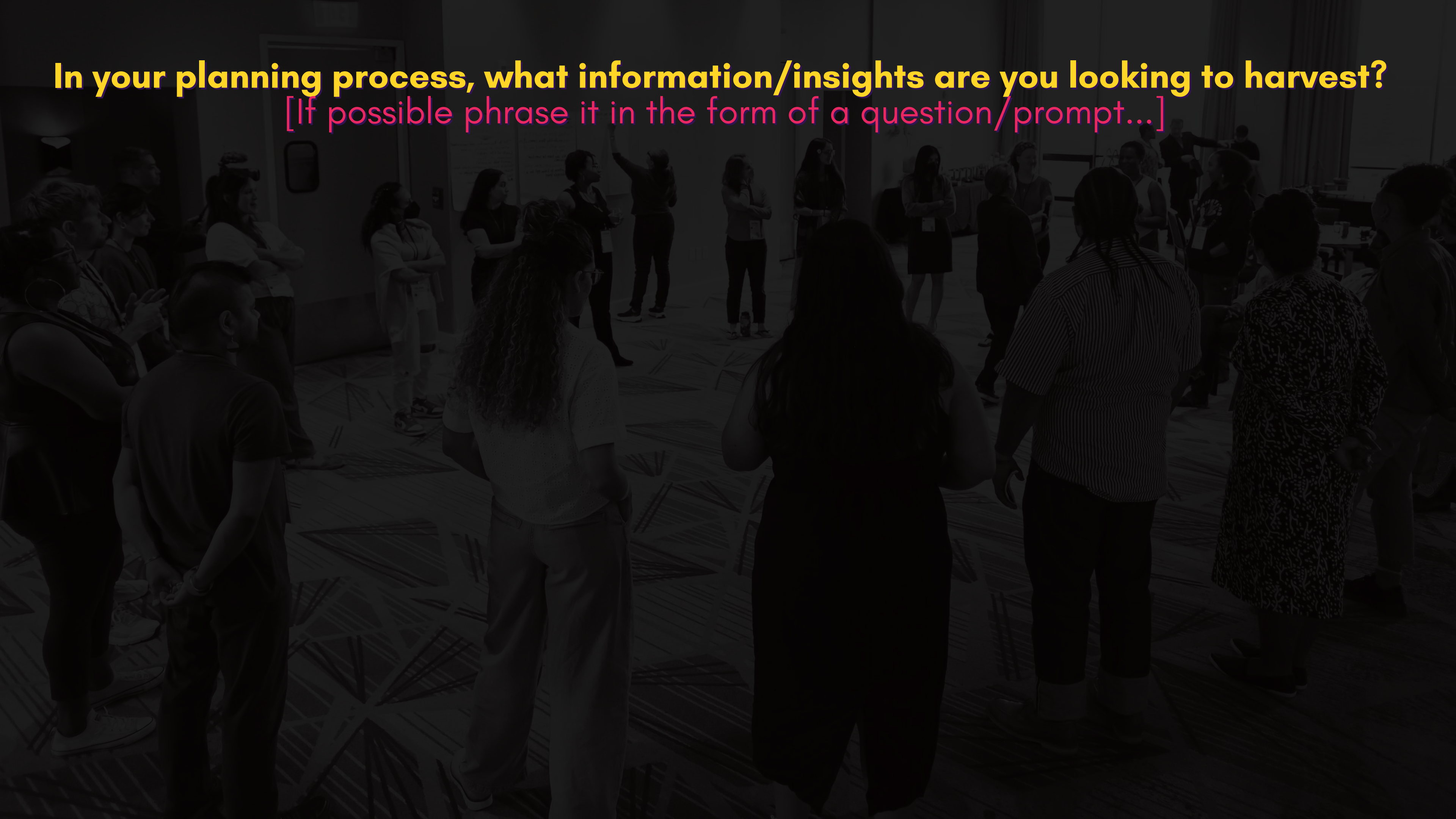
A grayscale photograph of a group of people in a room. The floor is covered with a large, repeating geometric pattern of stars or sunbursts. A group of people is standing in the room, some facing the camera and others with their backs to it. A large, bright yellow circle is superimposed over the center of the image. Inside the circle, the text "Grounding & Centering" is written in a stylized, pinkish-red font with a slight shadow effect.

Grounding & Centering

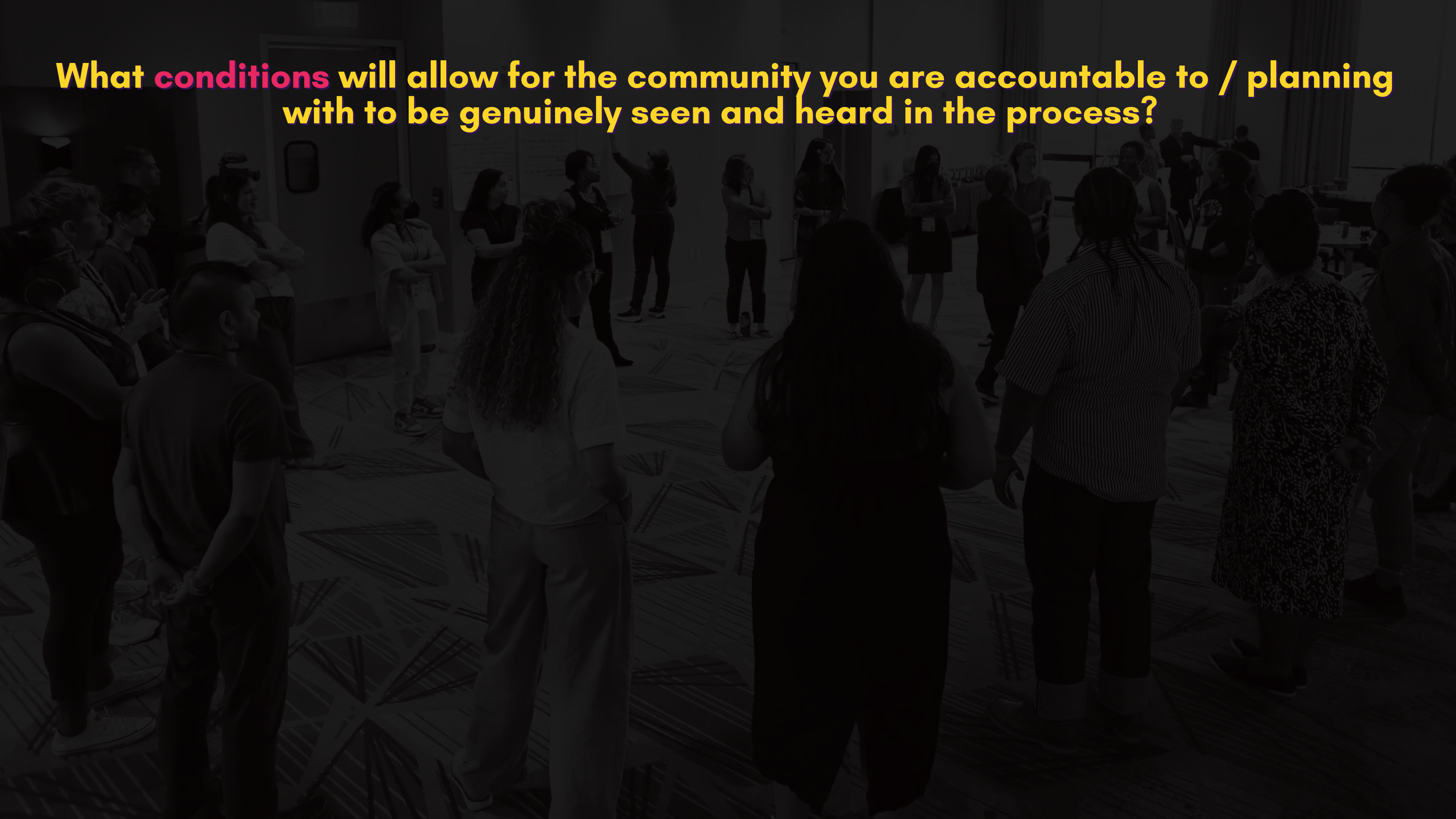
Conditions for Being Seen & Heard

- Dedicated time for listening
- Long term relationship building
- Comfort with silence
- Having a container to safely challenge ideas
- Common values, similar communication styles, shared learning experience
- Permission to show up authentically
- Genuine respect for each other
- Deep, active listening
- Questions that build on or deepen the conversation

In your planning process, what information/insights are you looking to harvest?
[If possible phrase it in the form of a question/prompt...]



What conditions will allow for the community you are accountable to / planning with to be genuinely seen and heard in the process?



What other considerations...





METHODS FOR HARVESTING COMMUNITY INSIGHTS

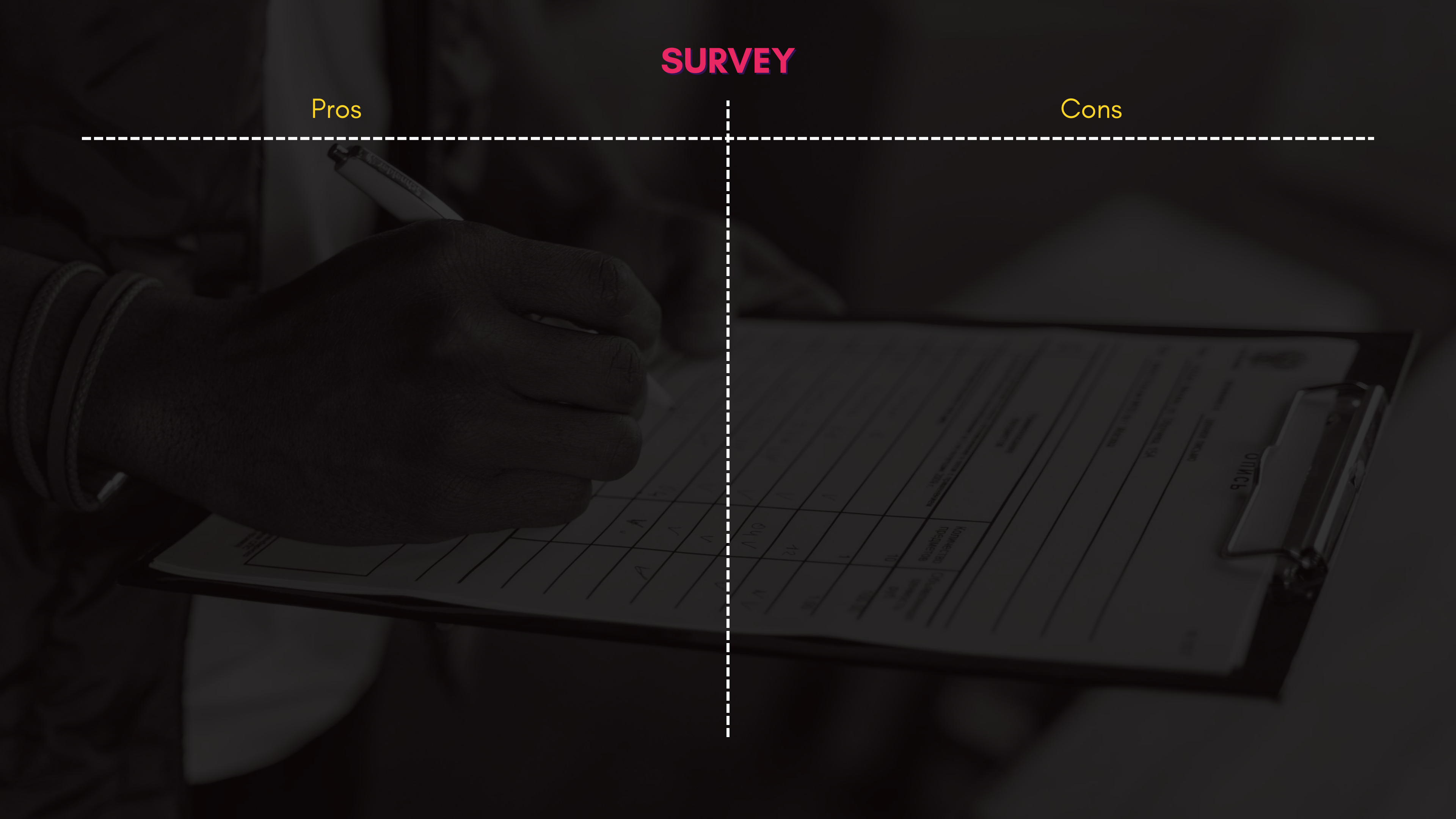
SURVEY

- Could be used at the beginning, middle, or end of a planning process to gather community input from a larger subset of the community
- Could be used to:
 - Understand how the community is impacted
 - Help set priorities
 - Inform solutions development
 - Assess interest in taking action
 - Etc.
- Process suggestions to ensure the survey is community-driven:
 - Design the survey with community members/groups participating in the design and facilitation of the planning process
 - Include community members in making sense of the survey results and making decisions based on the data collected

SURVEY

Pros

Cons



INTERVIEWS

- Similar to a survey in that it captures an aggregate of individual responses and can be used at any point in a process.
- Could be used to:
 - Understand how the community is impacted
 - Help set priorities
 - Inform solutions development
 - Assess interest in taking action
 - Etc.
- Process suggestions to ensure interviews are community-driven:
 - Design the interview questions with community members/groups participating in the design and facilitation of the planning process
 - Prep community members to conduct the interviews
 - Agree on how interviews will be documented in a way that is accessible to the community members/group participating in the design and facilitation of the planning process
 - Community members share and discuss what they learn in the interviews, and use this community input to inform their decision-making



INTERVIEWS

Pros

Cons



PHOTOVOICE/VIDEOVOICE

- A dynamic way to involve community members in defining for themselves the problem and / or the solutions
- Could be used to:
 - Understand how the community is impacted
 - Help set priorities
 - Inform solutions development
 - Attract attention to the issue and build public support for the needed solutions
 - Build your base/ get more people involved in the planning process
 - Etc.
- Process suggestions:
 - Identify group of community members directly impacted by the issue the planning process aims to address
 - Design the photovoice/video prompts and process together
 - Ensure everyone has the equipment and training needed to participate
 - Work together to organize a community event to display the photos or show the videos and invite the wider community. Invite any relevant decision-makers if appropriate.

PHOTOVOICE/VIDEOVOICE

Pros

Cons



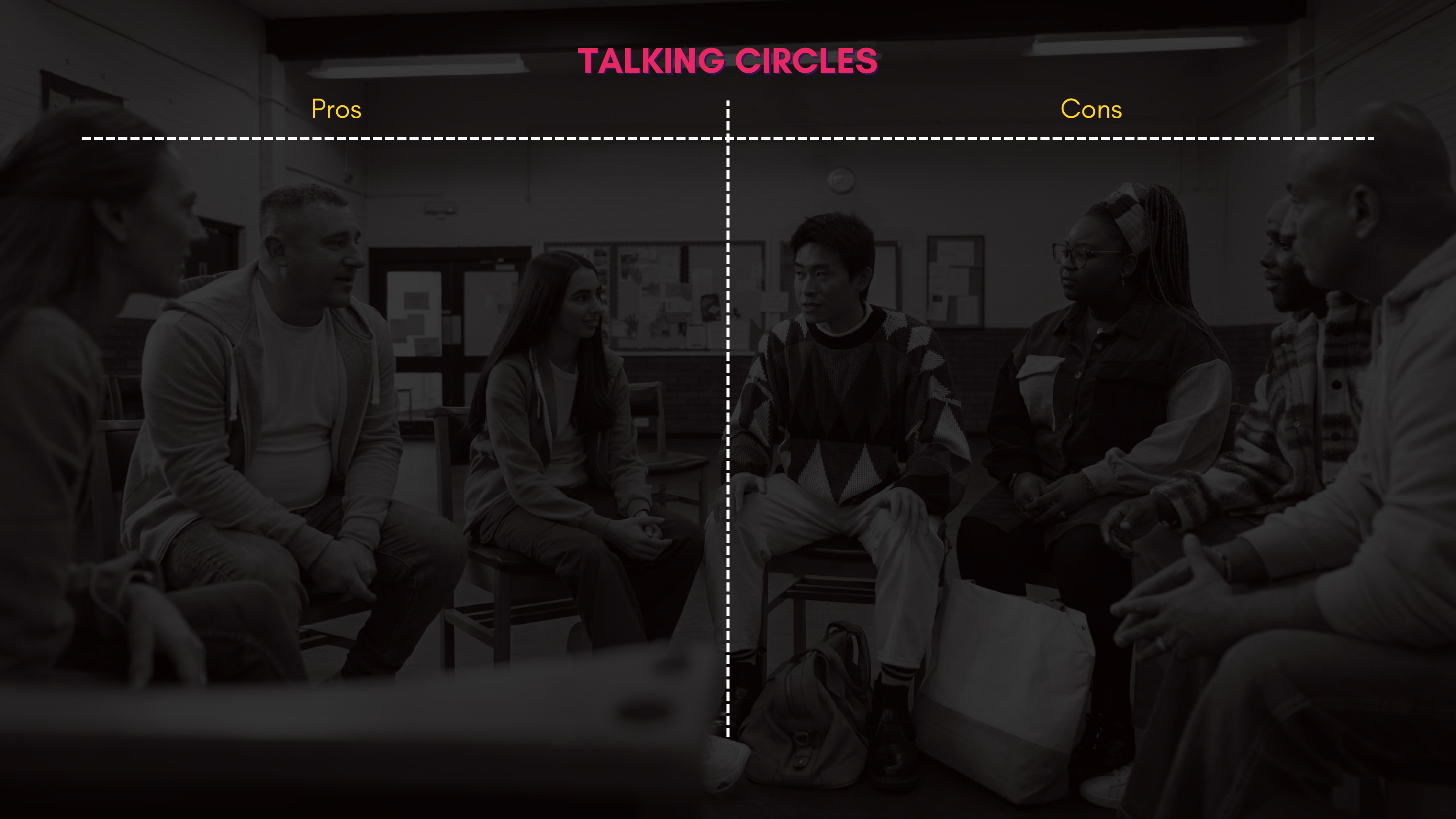
TALKING CIRCLES

- A more relational and collective way to engage community members in sharing their experiences
- Could be used to:
 - Deepen relationships
 - Establish agreements for how to work together
 - Understand how the community is impacted
 - Inform priority-setting or solutions development
 - Address community conflicts or tensions
 - Etc.
- Process suggestions:
 - If there are cultural practices or protocols within the community related to talking circles, follow them; identify a trusted community member to facilitate the circle
 - Determine who needs to be present in order to achieve the goals of the talking circle
 - Develop the prompts and process together
 - Consider multiple rounds starting with getting to know one another, then sharing personal stories related to the prompts

TALKING CIRCLES

Pros

Cons



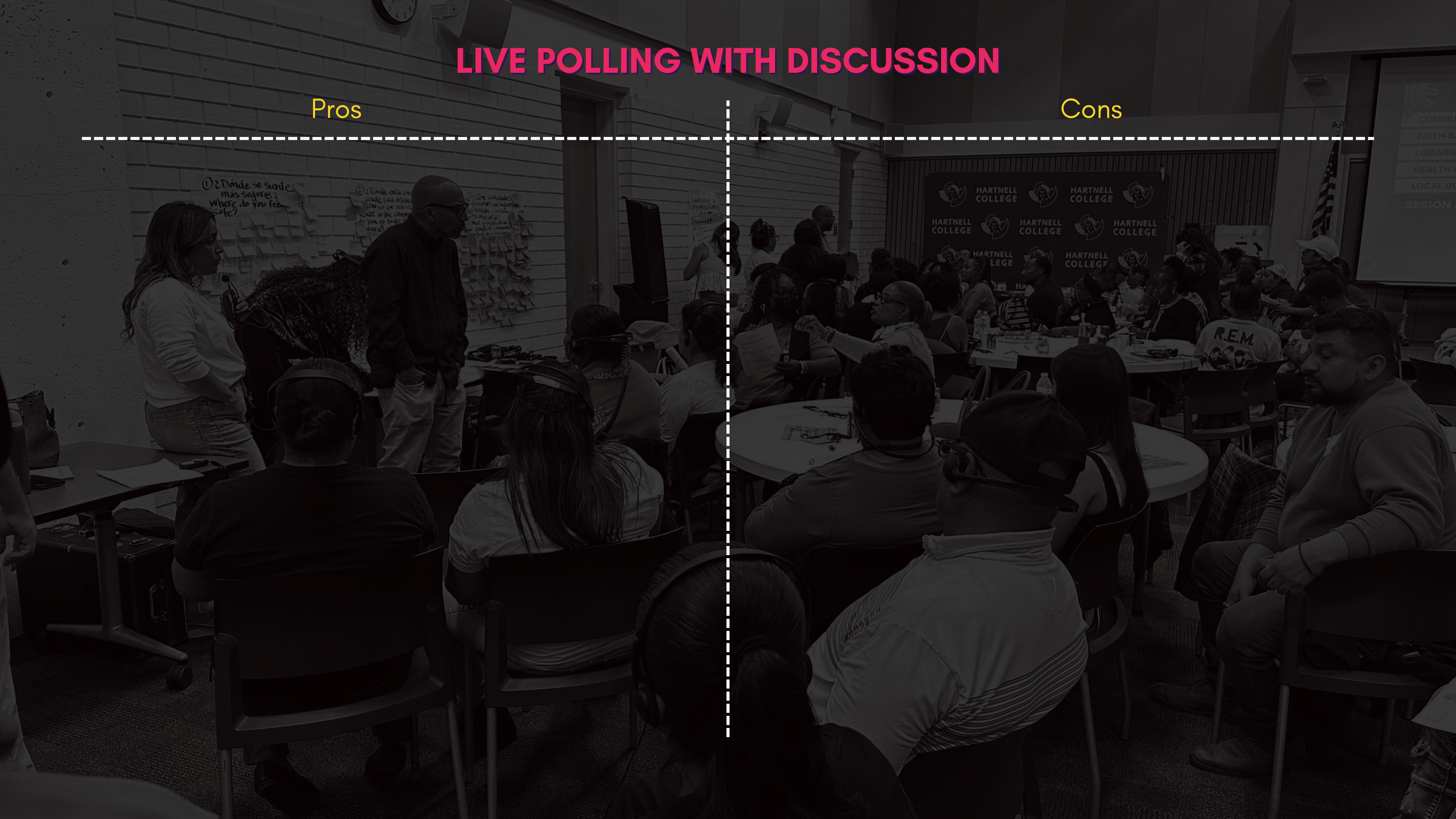
LIVE POLLING WITH DISCUSSION

- A more transparent and collective way to 'survey' community members and make meaning of the results together all in one event
- Could be used to:
 - Deepen relationships
 - Gather data and deeper understanding how the community is impacted
 - Help set priorities
 - Inform solutions development
 - Assess interest in taking action
 - Etc.
- Process suggestions:
 - Design the polling and the larger event with community members or community groups participating in the design and facilitation of the planning process
 - Integrate relationship-building (and fun) throughout the event
 - Consider using an app like Mentimeter in which people can participate on their phones and the results of the polling can be displayed on a large screen
 - After each question, give people a chance to discuss the results or share stories that help humanize the or make meaning of the data

LIVE POLLING WITH DISCUSSION

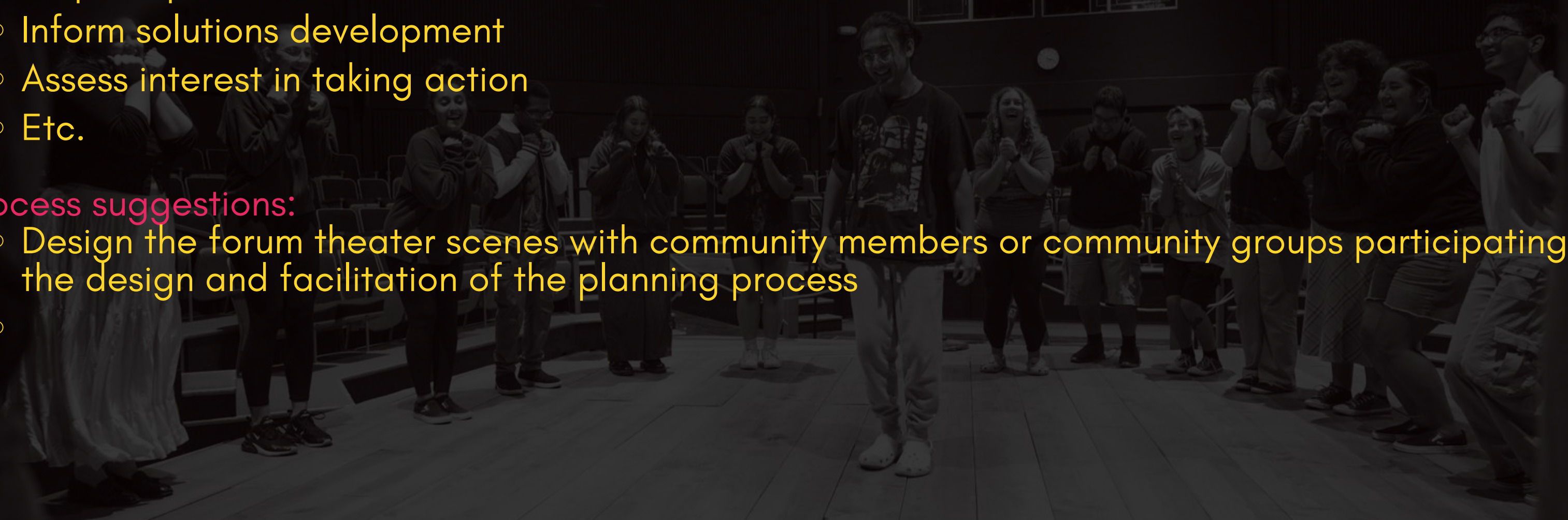
Pros

Cons



FORUM THEATER

- Using interactive scenes to create a microcosm of a challenge the community is facing, and inviting community members up to try-on potential solutions
- Could be used to:
 - Deepen relationships
 - Help set priorities
 - Inform solutions development
 - Assess interest in taking action
 - Etc.
- Process suggestions:
 - Design the forum theater scenes with community members or community groups participating in the design and facilitation of the planning process
 -



FORUM THEATER

Pros

Cons



CREATIVE PROBLEM-SOLVING IN SMALL GROUPS

- At a community meeting or forum, organizing people into small groups to design a solution to a relevant challenge
- Could be used to:
 - Deepen relationships
 - Inform solutions development
 - Etc.
- Process suggestions:
 - Design the process with community members or community groups participating in the design and facilitation of the planning process
 - Choose interesting reality-based scenarios for small groups to engage with
 - Before breaking up into small groups, generate some ideas as a whole group that the smaller groups can draw on in their creative problem solving (e.g. criteria for decision-making, parameters for the solutions they design, etc.
 - Assign roles within the small groups such as facilitator, timekeeper, notetaker, reporter
 - Identify a creative way for small groups to share their solutions with the larger group
 - Discuss the different solutions, how they connect, threads of connection between them, etc. – whatever is need to achieve the larger goal

CREATIVE PROBLEM-SOLVING IN SMALL GROUPS

Pros

Cons



SMALL GROUP DISCUSSIONS INTO WHOLE GROUP SHARING

- A simple process design / facilitation technique that can facilitate participation by those who are less likely to participate in the large group
- Could be used to:
 - Deepen relationships
 - Conduct visioning
 - Identify how the community is impacted by the issue
 - Develop shared analysis of the problem
 - Inform solutions development
 - Support priority setting
 - Etc.
- Process suggestions:
 - Design the process with community members or community groups participating in the design and facilitation of the planning process
 - Assign roles within the small groups such as facilitator, timekeeper, notetaker, reporter

SMALL GROUP DISCUSSIONS INTO WHOLE GROUP SHARING

Pros

Cons



A group of people, mostly women, are gathered in a workshop or meeting. Some are looking at a large sheet of paper, while others are looking towards the camera. The image is dark and has a semi-transparent black overlay. The text is overlaid on the image.

Personal Reflection Time (10 min)

Take some time with your process tracker to think through and document what information you are harvesting and what methods you are using

A grayscale photograph of a group of people at what appears to be a conference or networking event. The image is dimly lit and has a dark overlay. In the center, the text "BREAK TIME!" is written in a bold, bright pink, sans-serif font. The background shows several individuals engaged in conversations. A woman in the foreground on the left is wearing a face mask and glasses. Another woman on the right is looking down at something in her hands. The overall atmosphere is busy and social.

BREAK TIME!

Workshopping Challenging Scenarios

1

Bigger Culture Shift

What if the community insight is still rooted in trauma, fear, and a colonial mindset? How do we gently handle that and what tools can we use?

How to maintain/elevate and/or prioritize over dominant culture/industry interests, priorities and demands.

2

Right-Sizing the Process & Prompts

How to appropriately size the community insight needed to harvest to the right meeting format/amount of time (or vise versa). Trying to be extra conscious of what depth level of questions we ask community and when as to not overwhelm them with the amount of background info needed in order to feel confident about giving an answer.

3

Balancing Participation

One of the primary challenges in harvesting community insights is making sure that all members contribute to the planning process. Often, a few voices dominate the conversation. How can we create space to hear from those who are less vocal when louder voices are in the room?

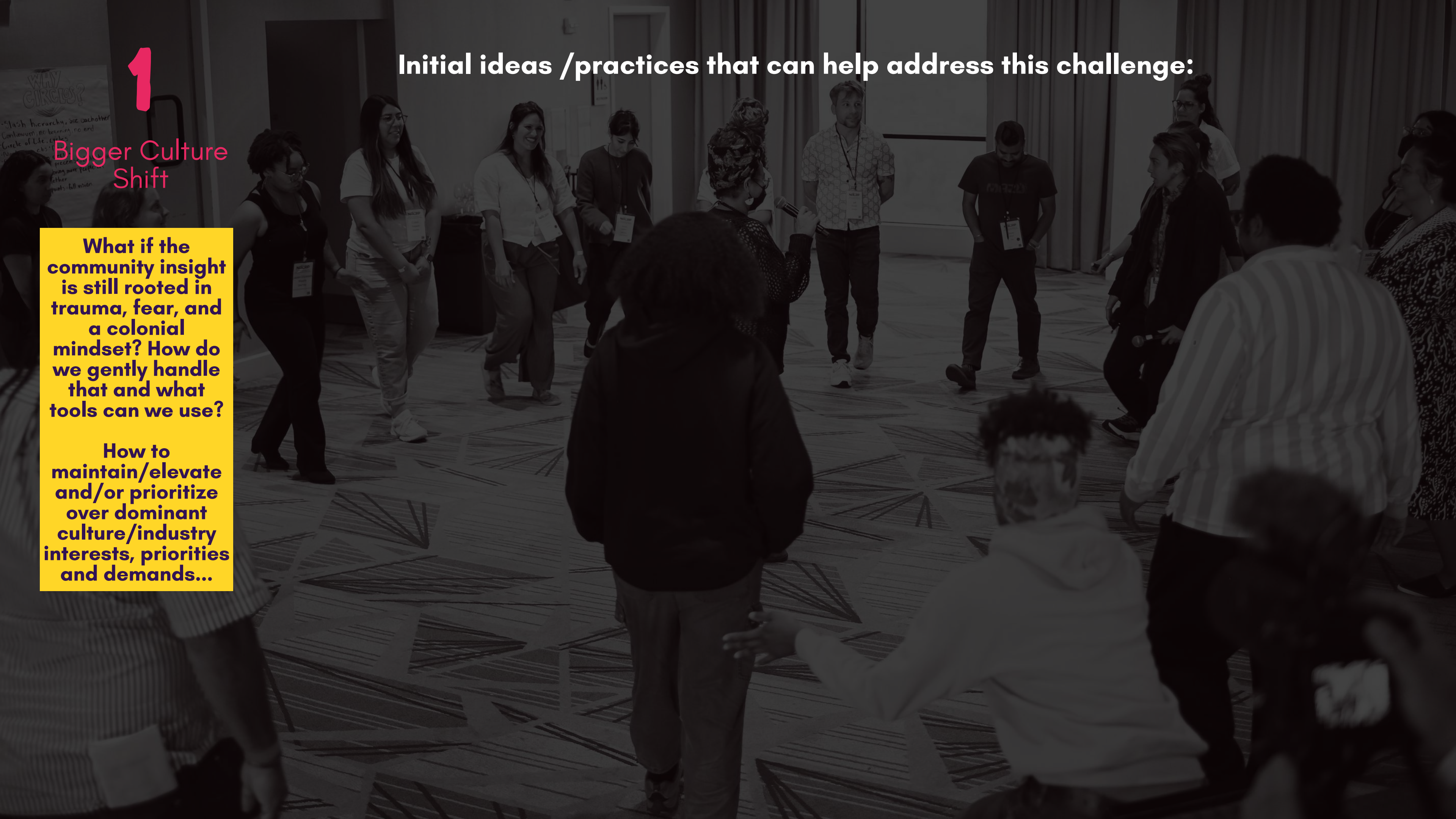
1

Initial ideas /practices that can help address this challenge:

Bigger Culture Shift

What if the community insight is still rooted in trauma, fear, and a colonial mindset? How do we gently handle that and what tools can we use?

How to maintain/elevate and/or prioritize over dominant culture/industry interests, priorities and demands...



1

Role Play Scenario:

Bigger Culture Shift

What if the community insight is still rooted in trauma, fear, and a colonial mindset? How do we gently handle that and what tools can we use?

How to maintain/elevate and/or prioritize over dominant culture/industry interests, priorities and demands...

Characters:

Ideas / practices that emerged:

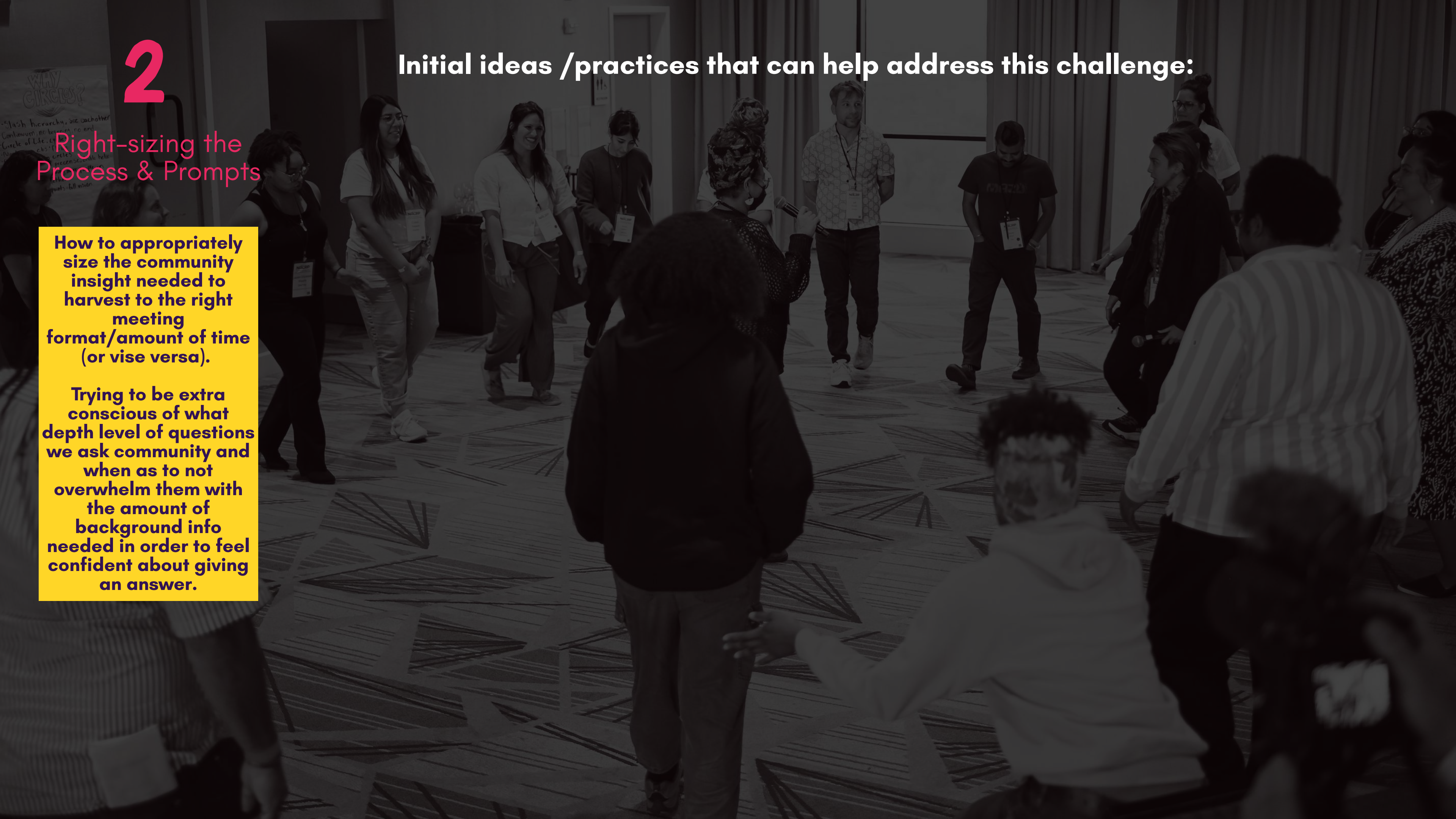
2

Initial ideas /practices that can help address this challenge:

Right-sizing the Process & Prompts

How to appropriately size the community insight needed to harvest to the right meeting format/amount of time (or vise versa).

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2

Role Play Scenario:

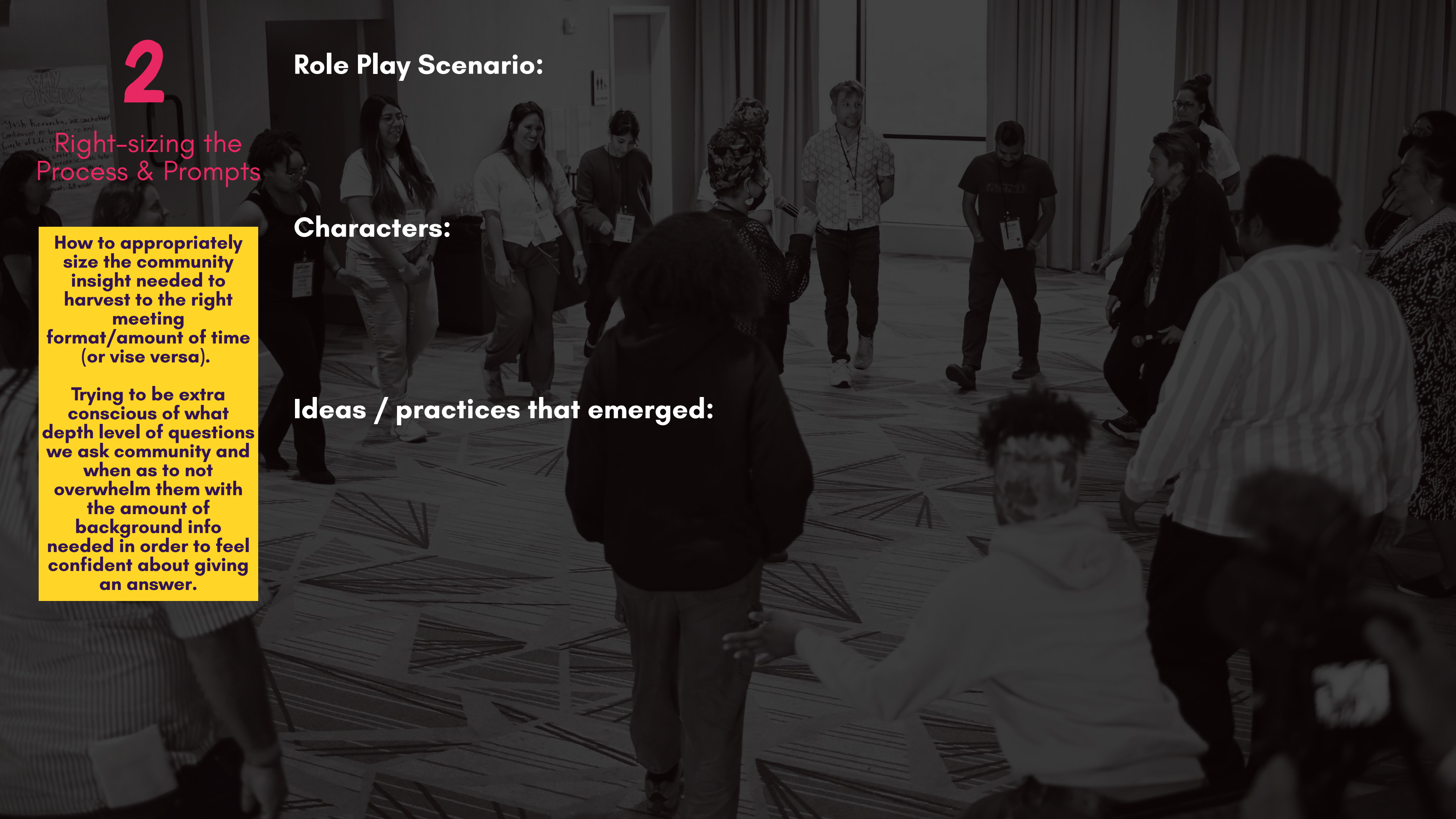
Right-sizing the Process & Prompts

How to appropriately size the community insight needed to harvest to the right meeting format/amount of time (or vice versa).

Trying to be extra conscious of what depth level of questions we ask community and when as to not overwhelm them with the amount of background info needed in order to feel confident about giving an answer.

Characters:

Ideas / practices that emerged:



3

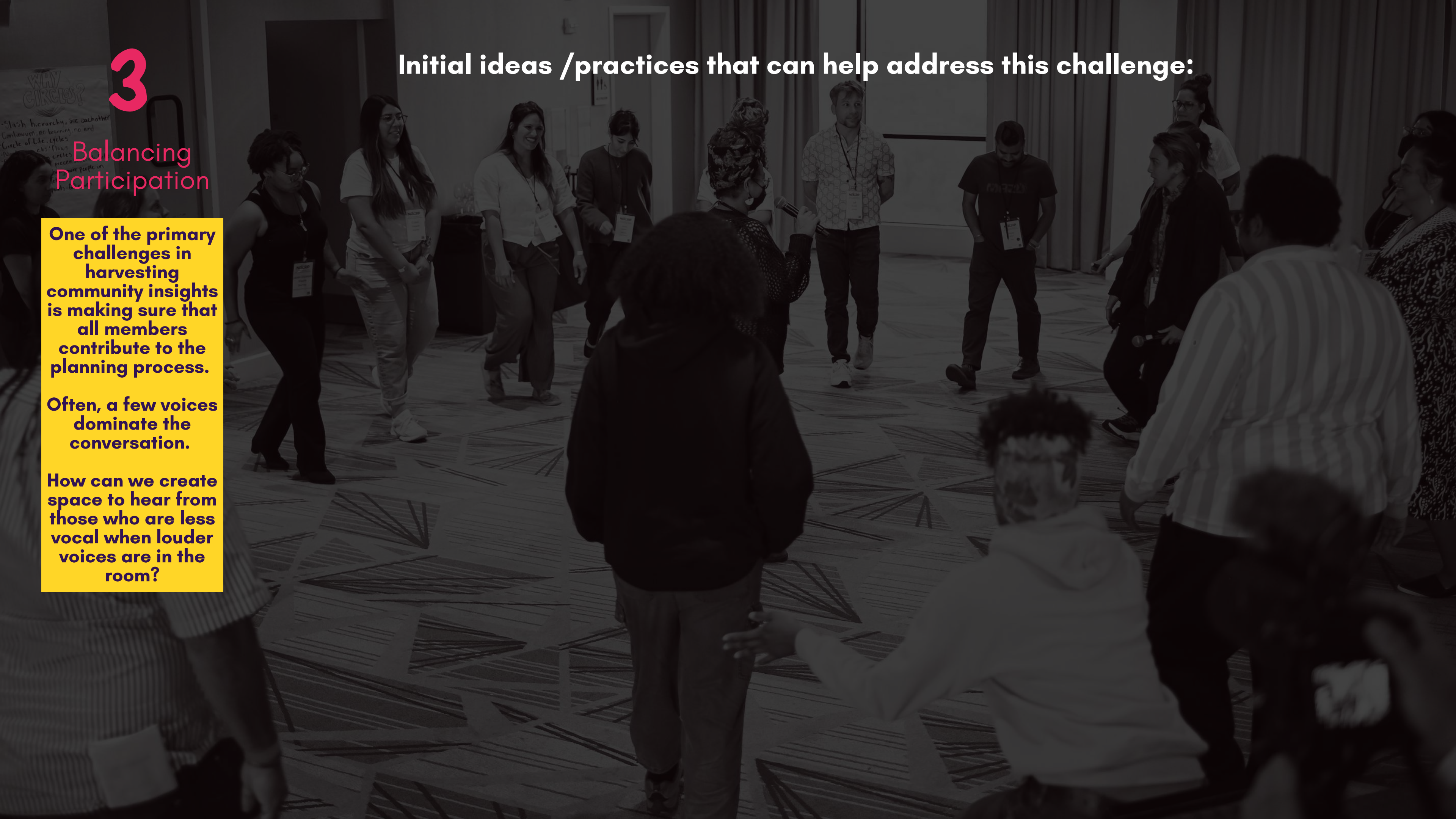
Initial ideas /practices that can help address this challenge:

Balancing Participation

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Often, a few voices dominate the conversation.

How can we create space to hear from those who are less vocal when louder voices are in the room?



3

Balancing Participation

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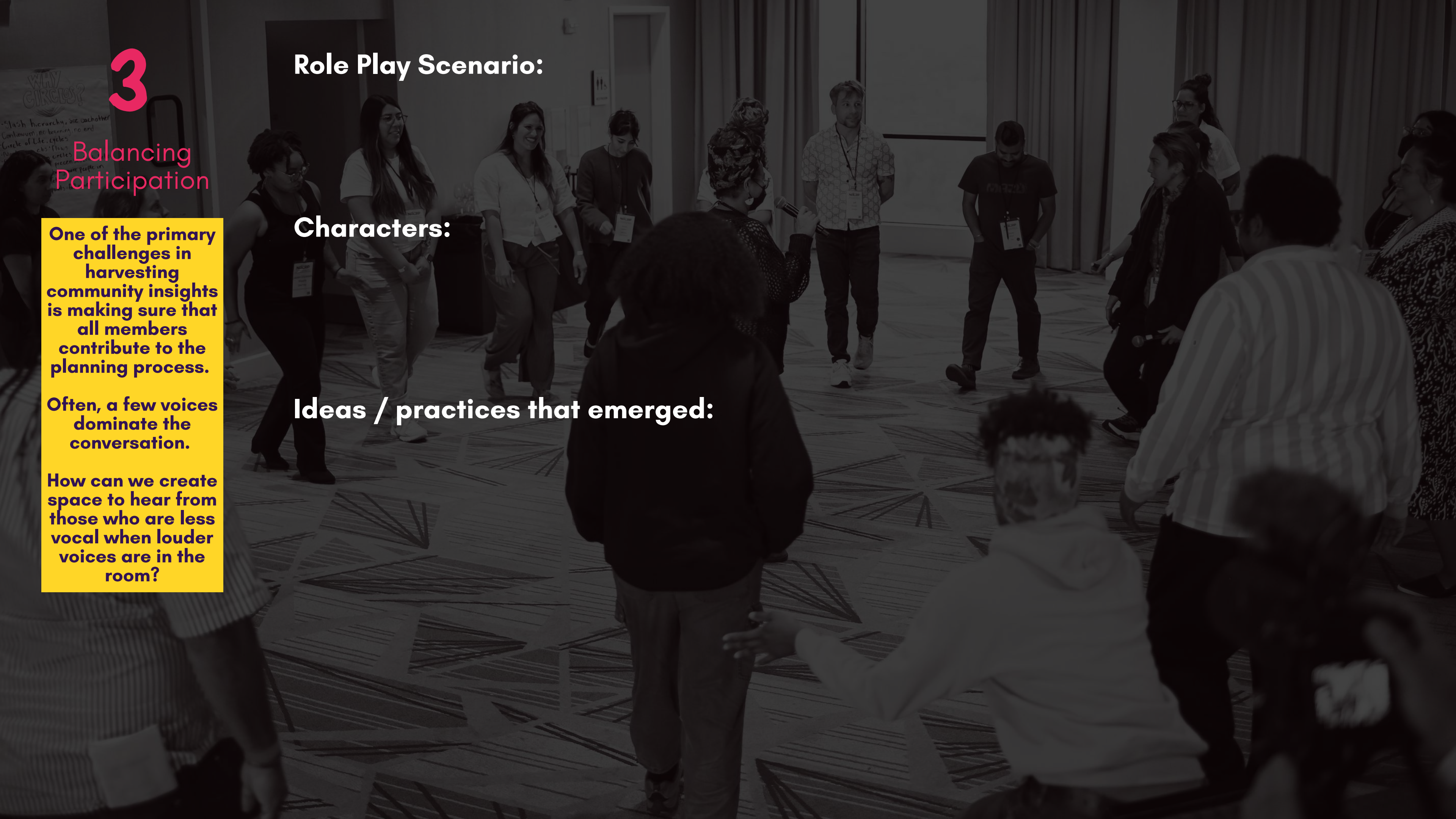
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Role Play Scenario:

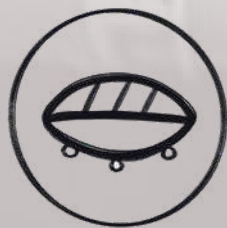
Characters:

Ideas / practices that emerged:



Facilitative Leadership for Community-Driven Planning

Core capacities



SEED



HARVEST



WEAVE



Design and facilitate a **visioning process that embodies the purpose** of the project &/or community power; be open to infinite possibilities

Use creative means to **gather the different pieces of the vision** that community members are holding

Build consensus around a community vision that energizes folks around the planning process and can unite people for the long haul



Practice liberatory community power throughout the planning process, using **methods rooted in liberation** and consciousness raising

Ensure community members are not only heard, but lead in defining **the political, economic and cultural power needed** to advance the vision

Build consensus around a power building strategy based on the strengths of the community. Consciously cultivate narratives that amplify community power



Design a planning process in which community members have **what they need to identify or design transformative solutions** to the problems they face

Use participatory methods to identify community strengths and challenges/threats, analyze the root causes of problems, and build consensus around **community-driven solutions**

Build consensus around a solutions set that the community is ready to take action around to address root causes of the issues



DESIGN & FACILITATION OF THE
PROCESS

THE INFORMATION & INSIGHTS YOU
GATHER

THE CONTENTS OF THE ACTUAL
PLAN