

Ideas for gathering

Choose a starting point that fits the people and the moment. Leave room for the conversation to take its own shape.

Open conversation

Begin with a question people can answer from their own experience. Allow a quiet moment before inviting responses. People may speak, listen, or pass.

Explore together

A short reading, a video, or a question can open a conversation. Let people know the topic in advance. No one needs to have completed the reading to belong in the discussion.

Connect and celebrate

A shared interest, cultural observance, creative activity, or story can bring colleagues together. Invite contributions without expecting someone to represent a community or provide personal history.

Ways of working together

- What helps you think before you respond?
- When is written feedback more useful than a conversation?
- What makes a meeting easier to participate in?
- What might we change so more people can contribute?

Everyday access

Consider a familiar meeting, message, or form. What makes it easy to use? What might someone experience differently? Discuss an example without including private information about a colleague or a person receiving services.

Intent and experience

Think about a practice that was meant to help but worked differently for someone else. What can we learn from both the intention and the experience? There is room to examine a practice without assuming someone's motives.

At the close

- Keep it as a conversation, with no follow-up needed.
- Choose a resource or another discussion to explore together.
- Agree on a question the co-leads can carry forward.

Useful companions

- **Open the Amplify space** — <https://teams.live.com/j/community/FAAzQ3B2126KM9zcQ>
- **Facilitation and learning together** — program page /learn?theme=facilitation
- **Workplace culture and well-being** — program page /learn?theme=culture
- **Intercultural practice** — program page /learn?theme=intercultural