CONSERVATION ALLIANCE FOR SEAFOOD SOLUTIONS

*"More than anything, culture creates a sense of belonging - and belonging makes our bodies feel safe...These cultural trappings - and the powerful sensations and experiences they engender - are immediately available."* - Resmaa Menakem

## Cultural Trappings

- Codes of Behavior
- Rituals
- A Communal Vibe
- An Explanation of the World (Worldview) & Our Place In It

## Framing/Starting/Welcoming - Setting Up The Container

- Unofficial Start
  - Play Music
  - Share Welcome Slide with "Light" Intro Question for Chat or Slido (name, org, location)

- Convener's Welcome
  - Naming the wholeness of participants and welcoming whatever folks need to do to take care of yourselves
  - Land & Water Acknowledgment

- Group Agreements - Setting the Tone & Creating the Container/Culture for Learning & Dialogue
  - Some examples to consider:
    - Be Aware of Jargon
    - Say What You Mean
    - Make It Plain
    - Appreciate Each Other's Differences & Values (unanimous)
    - Open to Curiosity - Try On Different Perspectives
    - Both/And - Make Space For Multiple Truths and Perspectives
    - We Take Care of Ourselves & Each Other (Proposal to Re-Word This As: We Center & Honor Our Humanity)

■ Center Justice & Equity - Notice Intent & Account for Impact

## Creating Connection

- Q&A - A Release of Power Into The Room
  - Consider how Q&A provides an opportunity for a variety of voices to be heard
  - Small group conversations as a tool for bringing questions to the full group

- Remember:
  - Your audience wants you to succeed
  - Everyone gets nervous and everyone is bumbling through life -- stop comparing your inside to others' outsides
  - You're never going to feel like an expert, you just have to do it -- everyone is an expert in their own experience
  - Nobody notices what you notice

## Preparing for Difficult Conversations

- Navigating Stalemate
  - Right Size the Decision inside the Container
  - What can we agree on? Where do we have alignment?
  - What is blocking us from making this decision right now?
  - Are we all solving for the same challenge/issue/problem?
  - Create More Possibilities - Release Either/Or
  - Crafting an Agenda for Decision-Making
    - How much time do we have?
    - How many/which people?
    - Do these people have the power to make this decision? What are the power dynamics in the room?
    - Is this group equipped (emotionally, physically, procedurally, informationally) to make this decision?
    - How much time does this group take to make decisions?
    - What types of decisions require what types of decision making processes?
    - What decisions must be made?
  - When looking at an agenda/how to spend time together - ask "Can we agree to this/can we live with this?" instead of "any objections?"

## 10 Questions for Simplifying an Analysis

1. Why did we undertake this analysis?
2. What did we hope to learn?

3. If we could only share one finding, which one would we choose?
4. If we could share a couple more findings, what would those be?
5. Who most needs to know what we learned?
6. What's important to them, and how are our findings connected to that?
7. When they know what we know, what do we want them to do?
8. How did we gather and organize the information?
9. What's unique here – what differentiates this from other research?
10. What do we hope nobody asks us about this analysis?