



Facilitation for Social Change

Supremacy Culture*		Anti-oppressive Facilitation	
Characteristic	Example(s)	Characteristic	Example(s)
Individualistic + Power Hoarding	Top down agendas Leader's agenda dominates	Relational Collective Shared Power	Co-created agendas Tend to group process
Paternalism + Perfectionism	Commands and instructions Mandatory (and narrow) participation expectations	Adaptive Self-organized Iterative	Framing the conversation Always an invitation Community agreements Inclusive design (multiple ways of knowing, learning styles, and needs)
One Right Way + Sense of Urgency	High prep, low deviation Straight to business/overly scheduled meetings Rigid agendas	Emergent Multiple Right Ways Slowness Trust	Less prep, more presence Check ins and check outs (containering) Flexible agendas, pivot!
Progress is Bigger/More + Quantity Over Quality	Measurement and evaluation Externally imposed metrics	Fractal Quality matters Progress is learning, growth, and/or depth	Modeling Invite inquiry, reflection, and sharing Internally sourced metrics
Efficiency, Objectivity + Fear of Conflict	Conflict avoidance Not welcome to disagreement or dissent Exclusion of voices Superficial collaboration/engagement	Complex Diversity Creativity Experimentation	Embrace difference and invite dissent Inclusion of voices, centering marginalized voices Deep collaboration/engagement

*Source: <https://surj.org/resources/white-supremacy-culture-characteristics>