

# Guiding Questions

## For Facilitating Challenging Conversations

First, remind participants of the agreements/ground rules you have already put in place and that you are about to have a conversation rather than a debate. Ask them to discuss for understanding rather than argue to be right. (See Mosaic's **Action Guide** for tips around setting Ground Rules.)

- 1 What happened?**
- 2 Why do you think that happened?**  
Encourage the person who answers to then ask the others, **"What are other points of view?"**
- 3 How do you feel about that?**  
Encourage the person who answers to then ask the others, **"How do others feel?"**
- 4 How does your ancestry, culture, ethnicity, race, gender, socioeconomic class, life experience, etc. influence the way you think and feel about this?**
- 5 How might others think and feel who aren't here now? Why?**  
(For younger participants, you may need to give some examples of who those others are: kids from other families, races, and cultures, or your parents – how might they feel?)
- 6 Where else do we see this type of event** (or behavior/action/conflict etc.), **either now or in the past?** Then cycle back to #2 if needed.  
(For younger participants, you may need to give an example.)
- 7 What does this mean for us moving forward?** (What more do we want to learn and talk about? What action do we want to take? etc.)

Pay attention to power dynamics as you facilitate the conversations. Be sure you are creating space for voices that aren't often heard. Notice who is speaking and who is not, and intervene when necessary. It can be helpful to name the dynamics that you observe, gently call on specific participants to share, and remind others that listening is also an important part of participation.