

Rounds

Including all voices – and more specifically, not ignoring the voices of people who express objections – is key to operationalizing equity. In meetings, it's very easy for the people who don't speak first, and often, to be the people whose voice is not heard at all.

Rounds invites each member to speak in turn. Rounds physically reinforces that every member has value. They make space for, and even encourage, more diverse perspectives to be shared. As the group gets the benefit of tapping into the intelligence and creativity of the whole group, they find better solutions.

HOW ROUNDS WORK

- Appoint a facilitator to keep time and keep the round moving.
- Each person in turn is offered a chance to speak until everyone has had a chance.
- Decide as a group, how long each person has to speak e.g., 45 seconds.
- Anyone is welcome to pass if they don't have anything they want to say.
- Rounds can be used as an introduction, to gain consensus, to determine commitments at the end of meetings etc.