

SAFER SUPPORT GROUPS

FACILITATION FOR BELONGING,
INCLUSION & EMPOWERMENT

THE CRISSSES

DEFINITIONS

- > FACILITATOR
- > MEMBER
- > SYSTEM
- > SYSTEM MEMBER
- > SAFETY
- > SECURITY
- > COMMUNITY
- > SUPPORT GROUP
- > COMMUNITY GROUP
- > MEET-UPS
- > CULTURE

WHY DO WE WANT OR NEED SUPPORT GROUPS?

- > CONNECTING WITH OTHERS WHO UNDERSTAND
- > EMOTIONAL SUPPORT
 - > NORMALIZATION
 - > COPING SKILLS
- > PERSONAL GROWTH
- > IMPROVED MENTAL HEALTH
- > A SENSE OF COMMUNITY
 - > ROLE-MODELING

UNDERSTANDING THE IMPORTANCE OF SAFETY

PREVENT RETRAUMATIZATION

- > INCREASE SYMPTOMS AND DISTRESS
 - > MORE HEADMATES TO TRIGGER
- > INTERFERES WITH QUALITY OF LIFE
 - > DELAY RECOVERY
 - > COMMUNITY MISTRUST

TOXIC INDIVIDUAL BEHAVIORS

- INTERRUPTS, TALKS OVER, COMPETES
- DOMINANT, AGGRESSIVE, DISTRACTS, IMPOSES OPINIONS
 - PERSONAL ATTACKS, NAME-CALLING, BLAMING
- GOSSIPS, BREAKS CONFIDENCE, BREAKS BOUNDARIES
 - WITHHOLDS SUPPORT, TRIVIALIZES

TOXIC GROUP BEHAVIORS

- > POWER ISSUES: TOO PERMISSIVE, RESTRICTIVE
- > BOUNDARY PROBLEMS: TRIGGERING, RIDICULING
 - > SHAMING, EXILING MEMBERS
 - > BIG EGOS, PROMOTING IDOLIZATION
- > EXCLUDING OR MARGINALIZING MEMBERS

PRACTICE CULTURAL HUMILITY

- > LEARN ABOUT CULTURAL HUMILITY
 - > ELIMINATE ECHO CHAMBERS
 - > AVOID GASLIGHTING
- > WELCOME MULTIPLY-MARGINALIZED MEMBERS
 - > RESPECT SUBJECTIVE REALITIES

RUNNING SAFER SUPPORT GROUPS

BALANCE SAFETY & SUPPORT

- > SAFETY MAY BE CHANGE-RESISTANT
- > DEEP SHARES MAY NOT BE SAFE FOR OTHERS
 - > SOME MEMBERS NEED MORE SUPPORT

A CULTURE OF SAFETY

- > CULTURE IMPACTS SAFETY & SUPPORT
- > HARMONIZE BOUNDARIES & VULNERABILITY
 - > VALUE DIVERSITY
 - > ADJUST AS NEEDED

DELIBERATE CULTURE DEVELOPMENT

- > BUILD TRUST
- > BELONGINGNESS
- > SHARE VULNERABILITY
- > CULTURAL ATMOSPHERE
- > SYNERGY (UNITY OF VISION)

EMPOWERMENT FOR AGENCY & SELF-ADVOCACY

- > ACTIVE PARTICIPATION & VOICE
- > BOUNDARIES & SELF-ADVOCACY
- > SELVES-HELP TOOLS & TECHNIQUES
- > IDENTIFY GOALS
- > SHARE RESPONSIBILITY
- > EDUCATE EACH OTHER
- > BUILD A SUPPORT NETWORK

FACILITATION SKILLS & PRACTICES

FACILITATION SKILLS

- > ACTIVE LISTENING
 - > TURN-TAKING
- > SUMMARIZING & REFRAMING
 - > PROVIDING FEEDBACK
- > CREATING A SAFE ENVIRONMENT
- > MODELING HEALTHY BEHAVIORS

PREVENT CONFLICTS & TOXIC BEHAVIORS

- > MONITORING SHAME TRIGGERS
 - > BUILD TRUST
- > ENCOURAGE OPEN AND HONEST COMMUNICATION
 - > ENCOURAGE SELF-REFLECTION
 - > USE CONFLICT RESOLUTION STRATEGIES
 - > ADDRESS CONFLICTS IMMEDIATELY
- > EMPOWER GROUP MEMBERS TO ADDRESS CONFLICTS

WHEN & HOW TO USE THE BAN HAMMER

- > UTMOST CAUTION: AUTHENTIC GROUP MEMBERS
- > BAN WITH PREJUDICE: **VERIFIED** PLURALPHOBIC TROLLS

MODEL HEALTHY BEHAVIORS

- > UTILIZE RESOURCES & OUTSIDE SUPPORT
- > MAINTAINING CLEAR BOUNDARIES & SET LIMITS
- > UNDERSTANDING YOUR& OWN TRIGGERS & EMOTIONAL RESPONSES
 - > PRACTICE MINDFUL COMMUNICATION
 - > BUILD YOUR& OWN RESILIENCE
- > PLAN HOW TO ADDRESS HARMFUL BEHAVIORS

SCREEN SUPPORT GROUP MEMBERS

- > GOAL & PURPOSE
- > MEMBERSHIP CRITERIA
- > APPLICATION PROCESS
- > CHECK REFERENCES
- > NEEDS AND SAFETY OF EXISTING MEMBERS
- > BE TRANSPARENT
- > ACCOMMODATIONS & CONNECTIONS
- > REVIEW THE SCREENING PROCESS

DEVELOP SAFER GUIDELINES

- > CONFIDENTIALITY, AGGRESSIVE LANGUAGE OR BEHAVIOR
- > ACTIVE PARTICIPATION AND RESPECTFUL COMMUNICATION
- > TRIGGER TOPICS, & HOW TO SAFELY APPROACH THEM
 - > CONFLICTS OR TOXIC BEHAVIORS
- > SELF CARE, SEEK SUPPORT: RESOURCES
 - > REVIEW AND UPDATE GUIDELINES

SUMMARY

RESOURCES

- > [HTTPS://KINHOST.ORG/MOVEMENT/](https://kinhost.org/movement/) SEE **TAKING ACTION** →
GROUP FACILITATION TIPS
- > NEWS & UPDATES: [UNITEDFRONT.SUBSTACK.COM](https://unitedfront.substack.com)
- > ONLINE COURSES: [HTTPS://PLURALITYRESOURCE.ORG](https://pluralityresource.org)
- > COACHING SERVICES: [HTTP://LIBERATEDLIFECOACHING.COM](http://liberatedlifecoaching.com)