**Additional activities for longer workshops:**

**Grounding Exercise**

*At the very beginning of the workshop, lead everyone through a short (30-60 secs) grounding activity to get people centered in the room and be fully present. Practice silence and deep breathing with these instructions:*

- Take a deep breath and exhale
- Continue to breathe normally
- Focus on how you’re feeling emotionally, on any tension in your body. Relax the parts that are tense
- Focus on the room, the people next to you, the sounds you hear.
- Many of you may have walked in thinking about your next meetings, about your projects, deadlines, emails waiting for you. For now, put aside those thoughts and anxieties. They will all still be waiting for you when you leave this room.

**Grounding Exercise activity goals for Presenters:**

- Help people shift their focus from whatever they were doing to the workshop
- Helps participants understand this will not be a sit-and-listen workshop; there are times where they will be actively involved
Group sculpture: model negative reactions

After talking about the first step: accepting/asking for feedback, this activity demonstrates non-verbal cues and body language of negative reactions. Works well with up to 20 people; larger groups can break into smaller groups. If there’s not enough room, or more than 20 people, have a discussion instead. Needs at least 4 people (can include presenters) to participate.

- **Groups of two:** one person is a sculptor, second person is the model
- Sculptor shapes the model into negative reactions for 30 seconds
  - **Prompt:** Imagine you’re in a meeting where the facilitator just said something offensive. Sculpt the model to show potential body language.
  - **Sculptors:** Ask for consent to touch the model; if not, please use mirror modeling
- Everyone observes, discusses reactions

**Group Sculpture activity goals for Presenters:**

- Break out of strict lecture mode
- “Show rather than tell” - offers a different type of learning
- Encourage audience members to engage with material actively rather than passively
- Get people up and moving around (if physically capable; it’s okay if they aren’t able)
Stop, Rewind Activity:

Before running the Activity: Communication Recovery with the audience, the presenters should demonstrate how to work through a communication recovery scenario. This activity involves playing out a communication failure all the way through. The presenters will replay it a second time, but anyone can say “stop!” to stop a failure and offer suggestions about what to do better. Alternatively, the audience can discuss what went wrong after the first time and offer suggestions, and then have the presenters re-enact the scenario with the suggestions.

Stop, Rewind instructions:

- 2 presenters will act out the following communication failure scenario
- First, they’ll act out the wrong way to apologize
- Spectators will provide suggestions for things they can say or do to improve the interaction
- Actors will “rewind” and redo the scenario with those suggestions
- Audience should make sure the actors go through all 6 steps!

Scenario: Despite the fact that a colleague has shared their preferred, non-binary pronouns with you and the rest of the team, you repeatedly misgender them. They finally call you on it, approaching you individually and saying, “Hey, I noticed that you keep using the pronouns ‘he’ when referring to me. I’ve previously said that I prefer to use ‘they’. Can you use my preferred pronouns?”

How do you recover communication?
**Stop Rewind activity goals for Presenters:**

- Audience engages actively with material
- “Show rather than tell” - offers a different way to learn
- Audience see others make mistakes, get to critique safely
- Leads the audience through steps of communication recovery, so they know what to do in the 1:1 roleplay