

TIDAL facilitation lens – Synopsis

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Overview

To facilitate, loosely, is to bring something about, and do so as smoothly and effectively as possible. And whatever I'm doing, from beginning to end, I want to have a TIDAL facilitation lens:

- Trauma-informed
- Insidious trauma sources
- Diversity – Individuality
- Accessibility
- Life

Things I might facilitate

Parts of life. Meeting, presentation, training, moderating, consulting, materials, so on.

What I want to keep in mind as I plan, prepare, do, and follow-up

- **Trauma-informed:** Trauma-informed approaches for creating physical and psychological safety.
- **Insidious trauma sources⁽¹⁾:** How the sources may/do impact my facilitation, and what I can do/try.
- **Diversity-individuality:** One person or a multitude, there is all the possible diversity. And even in groups that have a fairly congruent culture, there is still individuality.
- **Accessibility:** The CDC's prevalence estimate is 1 in 4 adults have some kind of disability⁽²⁾, the broader applicability, and accessibility considerations and practices.
- **Life:** There are the typical daily components of our lives that need to be considered, and that "life happens".

Why is the TIDAL lens important?

I start with values, such as outcomes, quality, connection; and then as applicable, standards, such as best practice, policies, 508.

I hope this inspires thoughts and dialogue

Possible next steps

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Whatever I'm doing,
beginning to end, I have
a TIDAL facilitation lens.



Trauma-informed
Insidious trauma sources
Diversity - Individuality
Accessibility
Life

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1- Insidious trauma Is the daily incidents of marginalization, objectification, dehumanization, intimidation, et cetera that are experienced by members of groups targeted by racism, heterosexism, ageism, ableism, sexism, and other forms of oppression, and groups impacted by poverty (VAWnet). [An introduction to insidious trauma - Gwendolyn Downing - YouTube](#) provides an introduction to the definition and some of the possible impacts, and gives some ideas for what one might do.

2- Use of the word "Disability" I understand the issues regarding the word "disability" for some of the areas it is applied to. I use it now and other times, as it is expedient.