From Sandra Beasley:

Cultivating Inclusivity in Generative Workshops

“I cannot claim to be an authority on creating inclusive workshops, but I do have some hard-won lessons to share.

1) Always offer prompt instructions in writing as well as out loud, and include time for questions. People often have questions that either “test” the limits of the prompt, or lead to useful clarifying remarks on the prompt’s intent.

2) Be thoughtful about prompts related to food, which is often framed as a universal topic. Someone’s food memories may be tied directly to medical and mental-health issues, body image, food insecurity, or cultural identity.

3) If your prompt involves a sensory response to a real-time element, provide an alternate access point. Not everyone can spontaneously “take a quick walk,” sniff a perfume sample, or focus their listening on a 4-minute song.

4) Consider building in revising time; after the initial draft, for example, ask them to go back in and add one literal image and one figurative image, or prompt them to try using a different tense. People often fixate on story at first.

5) When leading a share-out, offer the option of either reading the draft or talking about the experience of the drafting process. Sometimes people want to participate without sharing raw or personal material, and that’s just fine.”