

MUTUAL INVITATION¹

In order to ensure that everyone who wants to share has the opportunity to speak, we will proceed in the following way: The leader or a designated person will share first. After that person has spoken, he or she will then invite another to share. Whom you invite does not need to be the person next to you. After the next person has spoken, that person is given the privilege to invite another to share.

If you are not ready to share yet, say “I pass for now” and we will invite you to share later on. If you don’t want to say anything at all, simply say, “pass” and proceed to invite another to share. We will do this until everyone has been invited.

We invite you to listen and not to respond to someone’s sharing immediately. There will be time to respond and to ask clarification questions after everyone has had an opportunity to share.

¹ Eric H.F. Law, *The Wolf Shall Dwell With the Lamb*, Chalice Press: St. Louis, MO, pp. 113-114.

Additional Considerations (added by Rev. Marie Onwubuariri)

- It is BEST to not invite the person next to you, so as not to support the tendency to “go in a circle,” especially if you are one of the first people to share
- Breaking the cycle of going around the room helps to alleviate the pressure on the “next” person to know what he/she is going to say and frees that person up to actively listen to the person currently sharing. Knowing you have an opportunity to pass, without giving up your opportunity to contribute because it will come back to you, also frees you up to fully listen.
- Use “invite” rather than “pick.” The intent of this is not just to have a different way to have discussions and to ensure everyone has a turn; it also honors people who resonate with cultural norms that value humility in contributing (waiting to be invited to share) vs. being self-assertive. It also gives those who may take a little longer to share [because of language discomfort, thought processing time, etc.] the space to do so without fear of being cut-off.
- Each person should take responsibility of making notes on things he/she might want to come back to in response to someone else’s sharing, since you will not be allowed to jump in and ask questions or share your own anecdote. Oftentimes you might realize that what you wanted to say may not be necessary anymore or may not add value to the conversation.
- Each person should take responsibility to monitor “air time.” Since others will not be permitted to interrupt you, try to remember that one of the goals is to give equal opportunity and time for each person to contribute to the conversation. With this said, the chair/moderator will ultimately have authority to guide the conversation.
- Even though you may not have anything to add to a conversation, you still have the opportunity to participate by deciding whom to invite next.