



Creating Inclusive Space and Opportunity for Story



Oh The Places You'll Go!

A non-map to get there!

Sharon Ryan notes from interview with Anne Charbert of L'Arche International on inclusive interviewing
September 2019

- **Check Your View**
- **Some Dos and Don'ts**
- **Travelling Tips**
- **Two for the Road**
- **Fin / Arrival**



Check your view - Perspective

A mutual gift



A chance for someone to have their voice amplified and heard



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A chance to build a relationship



Dos and Don'ts

Do Bring



- **Curiosity**



- **Openness**



- **Head and Heart**

- Prepare with head: think about questions, undistracted time and place, tech, materials, backup plans
- Listen with your heart – what catches?



Do Bring



- **Cultural Shoes**



You are walking in another's culture

- **Flexibility**



- **Gratitude**



Dos and Don'ts

Don't Bring



- **Destination for the conversation**



Expectation of results



Don't Bring



Judgement of good/not good, truth/not truth, important/not important



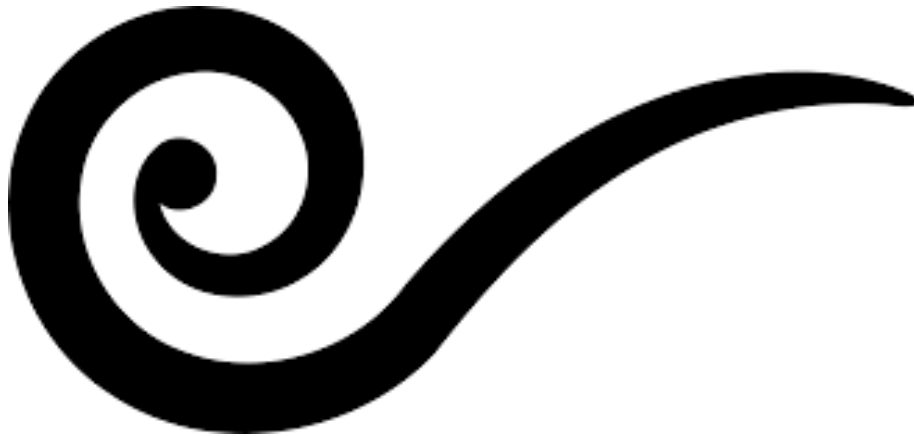
Your watch!

Trust:

- Time
- Care
- Being in the moment
- Look for jokes, shared moments



Travelling Tips: One Big Question / Idea

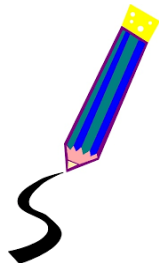


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- **Focus on one topic / question / idea**
 - Keep it simple and clear
 - **What if we talk about...**
 - Lead them in
 - **Prompt but follow**
 - **Prep**
 - Any prep should be thought starter, not script
 - **A long time to get to pearls**
 - May take time in this space to get to pearls of stories. Not always on first outing or interview

Travelling Tips: Use Drawing and Images

Interviewee chooses

- **Draw**
 - Or pick object, picture, share a picture or a song even
- **May flow freer than words**
- **A way to engage someone not verbal**
- **Jump off**
 - Where are you in this picture?
 - How do you feel in this image?
 - Who/what else would you add?
- **Drawing is part of story**



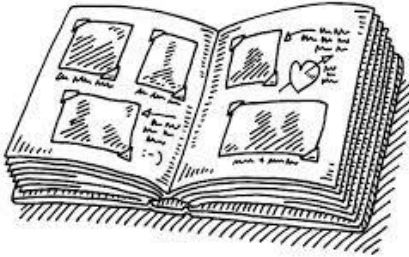
Interviewer Draws

- **Take notes with images (or images and words)**
- **Builds trust – they can respond and correct images better than words**
- **Interchange can bring ease**
- **Sometimes shared vulnerability creates trust**



Travelling Tips: Join their Life

- **Bring out the Photo Album / Scrap Book**



And take pics along the way!



- **Tour Home or Neighborhood**



- **Join an activity, connect with their people**



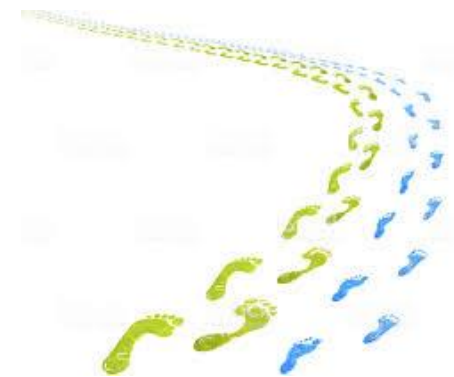
Go to their church, work, circles



Road Tips: Follow Follow Follow



- **Ask and Reflect and Check**
- **Pay attention to where they are at ease - stay with them there**
- **Even if you've heard the story – stay with where they go**
- **As you go back and forth – they lead / you follow**
- **Try hard not to prompt towards...**



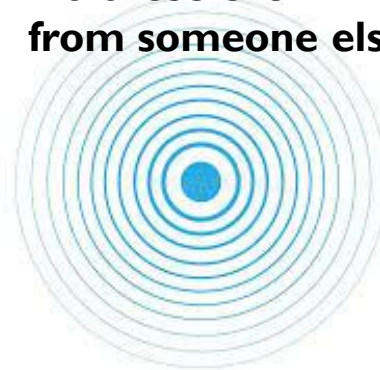
Travelling Tips: Consent

Consent

- **Ask ahead for topics of interest**
- **Give multiple options**
- **Expect yes to some and no to some – and a change of mind! Be prepared**



- **Renew consent – ahead, in moment and especially after**
- **Who do they want to share story with now that they spoken it?**
 - Just you and me
 - Home / Community
 - Public (family, friends, coworkers, strangers)
- **Can use photos and red/green code to help them say what they want**
- **Do these even if legal sign-off comes from someone else – their choice!!!**



Two for The Road: Dialogue

When you are interviewing two people together:

- **Allow each person to have their own version of the story**
- **Start with Core Member**
- **Each start with own story before commenting on “together”**
- **If you use images / objects: Both pick – AND start with core member – Gives agency**



Editing

- **Whole Other Process!**
- **Record a lot to use a little - ALL has value**
- **Look and listen for the gift – for what catches**
- **Shape and fill in details**
- **Don't lose that thread of consent!**
 - Final consent on the product



Arrival / Fin / The End

Show and share

Share with them what you create



Celebrate



Be Thankful!

