



# The WHO

## PARTICIPANTS FOR DIALOGUE

Who do you want to involve in this conversation?



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**Paideia Program**  
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### ENVISION YOUR IDEAL PARTICIPANTS

**HOW MANY?** More is not necessarily better! A dialogue can be 2 people or 200 (or more). Think about purpose, objectives, and the structures you will use.

**Keep in mind:** 8-10 is the maximum that can engage in an intensive whole-group oral conversation – but with digital modalities, more can be included. For breaking into small groups, think in multiples of 3, 4, or 5.

**PARTICIPANT PROFILES.** What is important to you in terms of identities, ideologies, education, experiences, and degree of familiarity with the topic, with one another, and with dialogue?

Think about **differences** that are important for your topic + purpose, as well as what **shared** abilities, knowledge, experiences, identities, or ideologies are helpful.

#### INCLUSION/EXCLUSION.

Consider who your dialogue as currently conceived excludes, and for what reasons. There may very well be people you do not want to include – that is okay!

If there are folks you would like to include for whom **accessibility** (physical, intellectual, logistical, financial, etc) may be an issue, how can you reconceive your plan?

### RECRUIT

**ALLOW PLENTY OF TIME.** Make sure you reach out well in advance. Send reminders as needed!

**BE CLEAR ABOUT YOUR ASK.** Make sure people understand the topic + purpose + logistics (time, date, duration) + what will be required of them in terms of participation (degree of vulnerability, confidentiality, etc).

**OVER-RECRUIT.** Expect people to drop out last minute. If possible, have a core group you can count on + a plan for adapting to either fewer or more participants than expected.

### PREPARE TO DIALOGUE

#### GATHER what you need from participants:

Relevant information about their identities, prior knowledge, ideologies, degree of familiarity, etc.?

Accessibility needs? (incl. allergies!)

Input on dialogue content, questions, or approach?

#### SHARE with participants what they need to know:

Logistics. Confirm details + send reminders re: date, time, location, space, food, etc.

Content. Share the agenda + norms ahead of time. Preview the prompts + structures.

### OTHER OPTIONAL “WHO”S TO CONSIDER

**PARTNERS/SPONSORS** provide direct support with e.g. funding, logistics, recruitment, promotion, etc.

**ADVISORS** provide guidance + resources (but not direct involvement) on content, planning, facilitation

**PRESENTERS** help frame the dialogue by providing e.g. norms; historical context; key terms/texts; etc

**CO-FACILITATORS** help lead small groups or manage larger groups. Think about how you will recruit + prepare + support them!

**AUDIENCE MEMBERS** observe the dialogue without participating in it to the same degree. Consider how you'll include + engage an audience, as well as whether you are prioritizing participants or audience.