



Peer-Led Discussion

Description & Objective: A peer-led discussion is a format in which peer sharing can occur. Discussion and engagement are central components of this format. The objective is for peers to help one another strengthen their work through joint discussion and sharing of experience.

Choosing a topic & facilitator: Facilitators should choose a topic that they have experience with. The facilitator does not need to be an expert. However, the facilitator is someone who has thought about the topic, experimented with it, and has either had successes, challenges, or both.

Audience: Peer-led discussions are most successful when recruitment occurs to seek appropriate attendees whose responsibilities intersect with the topic.

Length: The recommended length of time for this format is 1.5 hours. However, this may be adjusted as necessary.

Structure:

1. *Engagement.* Offer a short icebreaker question or activity. Some facilitators may choose to think of a question that has relevance to the topic. However, what is important is to get everyone talking and starting to learn something about one another.
2. *Facilitator Introduction.* Introduce who you are, your role, and your background.
3. *Topic exploration.* Talk about what your experience has been with the topic. What have you learned? What have you tried? Who have you collaborated with? What approaches or practices have you drawn from?
4. *Discussion questions.* Building upon what has been pertinent to your experience, develop a series of questions. Think about what you are curious to learn from others about this topic. Consider what you would like to know from someone with a different experience than yours. Write open-ended questions. A strong strategy for engaging discussion around your own questions is to come prepared to share your own response first. Consider using any of the following basic questions as starting points:
 - a. What practices are in place?
 - b. What are areas in which you had to be creative?
 - c. What are some lessons learned?
 - d. What meaningful or purposeful strategies or practices are you exploring in your agency?
 - e. What protocols or policies have you developed?
 - f. What are you anticipating or planning for in the future?
5. *Additional tools for discussion.* If you are interested in incorporating additional discussion tools, some possible options are:
 - a. Scenarios. Develop a scenario and ask how others would respond to the situation.
 - b. Polls. Write a poll question(s). Poll questions can take many formats such as True/False, ratings, or multiple choice. Use a survey link, chat box, or raise of hands to obtain audience feedback.
 - c. Examples. Conduct research in advance to find stories or other information about this topic. Share this with the audience and ask them to respond.



6. *Conclusion.* Wrap up the discussion by sharing final thoughts about the topic and thanking the audience for their participation. If you plan to share materials afterwards, let the audience know how you will do that. Address next steps.