



Domestic Workers Ordinance (DWO) Train the Trainer Toolkit: Facilitator Language Guide

Centering Equity, Inclusion, and Accessibility

This guide offers suggested language, and facilitation prompts to support a welcoming, inclusive, and equity-rooted learning environment during Domestic Workers Ordinance Train-the-Trainer sessions. Each section provides language that reinforces the City of Seattle's Race and Social Justice Initiative (RSJI) values, honors the lived experiences of workers, and encourages meaningful engagement. Facilitators can adapt or use these prompts to ground the session, build trust, and model dignity and respect throughout the training.

Facilitators are encouraged to adapt this language as needed to reflect their voice, the community in the room, and the goals of the session. The following prompts can be used to ground the training, invite dialogue, and close with care while reinforcing the dignity and rights of domestic workers throughout.

Getting Ready to Facilitate: Before stepping into the space, take a moment to reflect on your role, your voice, and the lived experiences of those you're serving.

- What might inclusion, dignity, and access look like for this group and how can I support that from the start of this training?
- My goal is to create a space where everyone feels respected, heard, and encouraged to ask questions. I'll keep my examples broad but relatable, knowing that each participant brings valuable lived experience.
- As I prepare for this session, I'm reflecting on how power and privilege show up in labor systems and how I can create space for voices that are often unheard.
- I want to stay mindful of how race, gender, class, and immigration status shape people's experiences with labor protections, especially for domestic workers.
- If something feels unclear or unfamiliar today, I invite curiosity, not judgment. We're all in different places on this learning journey.

Opening the Training: Use welcoming language and reflective prompts.

- Explain how this training is part of a broader movement to recognize and protect the essential work of domestic workers, many of whom are immigrants, women of color, and caregivers. These workers deserve dignity, safety, and clear rights, just like any other worker.
- Use reflective prompts to invite engagement.
 - In one word, what do you hope to take away from today's session?
 - Drop an emoji in the chat that reflects how you're feeling about this topic right now.
 - What does 'dignity at work' mean to you?
 - How can we help make it real for all workers?



During the Training: Use prompts to support engagement and inclusion.

- Encourage Dialogue: “I really appreciate when folks share examples from their work or communities; those stories bring these laws to life and help us all learn from each other”.
- Normalize Questions: “If you’re wondering something, chances are someone else is too. There are no bad questions here, we’re learning together”.
- Check for Understanding: “Let’s pause for a moment. Is anything unclear or needs more context before we move on? Type one thing in the chat that surprised you or really stuck with you so far”.
- Incorporate engagement prompts to build energy, encourage thoughtful participation, and invite personal or community connections to the Domestic Workers Ordinance.
 - In one word, why does this work matter to you personally?
 - How does your identity or lived experience connect to domestic work or labor rights?
 - Who are the domestic workers in your life, directly or indirectly, and how might this ordinance impact them? What are some of the main barriers a domestic worker in your community might encounter when trying to access their rights?
 - How can you or your organization help make this ordinance more visible or accessible?
 - Imagine you’re explaining this ordinance to a family or community member; what’s one thing you’d want them to walk away with?

Wrap Up: Close the session by inviting reflection and encouraging next steps.

- Provide participants with time to reflect on the session.
 - What’s one thing you’re carrying forward from this space?
- Suggested prompts for closing your session:
 - Thank you for sharing your time, energy, and reflections today. We hope you leave with tools to support workers with both clarity and compassion.
 - As you leave today, I invite you to consider one action big or small that you can take to support domestic workers in your community.
 - Change doesn’t happen overnight, but it does happen in rooms like this. Thank you for showing up and being part of that change.
 - Your feedback matters. Let us know how this training can continue to honor equity, inclusion, and accessibility as we grow together.