

THE HARNESS PROJECT

# MATCH Your Protection: Fearless, Aware, & Protected

FACILITATOR TRAINING MODULE

4-6 Hour Training for New Facilitators



# Training Agenda — 4 to 6 Hours

- Session 1: Welcome & Program Overview (30 min)
- Session 2: Facilitator Mindset Deep Dive (45 min)
- Session 3: Content Walkthrough & Key Concepts (60 min)
- Session 4: Hands-On Activity Practice — Station Rotations (90–120 min)
- BREAK (15 min)
- Session 5: Managing Groups & Sensitive Topics (45 min)
- Session 6: Workshop Delivery & Adaptation (30 min)
- Session 7: Closing, Commitment & Next Steps (30 min)

# Purpose & Learning Objectives

## PURPOSE

- Equip trainees with knowledge, skills & mindset to facilitate FAP workshops
- Build confidence to lead sex-positive, harm-reduction-focused sessions
- Prepare facilitators to help participants create personalized saFER sex plans

## LEARNING OBJECTIVES

- Embody FAP's sex-positive, non-judgmental mindset
- Understand the ebook's core principles & 5 modules
- Deliver key activities: demos, role-plays, MATCH planning
- Handle sensitive topics, disclosures & group dynamics
- Adapt workshops for diverse audiences & formats
- Access and customize Educators Hub resources

SESSION 1

# Welcome & Program Overview

*30 minutes – Building the foundation*

# Session 1: Welcome & Icebreaker

30 MIN

## 'Two Words' Icebreaker — Share your fears and excitement about facilitating

1. Icebreaker: 'Two Words' — each trainee shares two words describing their feelings about facilitating (fears & excitement) — 10 min
2. Introduction to FAP philosophy (ebook pages 2–4): MATCH Your Protection: Fearless, Aware, & Protected; saFER sex as layered freedom — 10 min
3. Overview of program impact: Declining STI rates, access gaps, empowerment focus — 5 min
4. Tour of resources: Curriculum, Detailed Guide, Workbook, Handouts, Slides, Educators Hub — 5 min

SESSION 2

# Facilitator Mindset Deep Dive

*45 minutes – The 'who you are' as a facilitator*

# Session 2: Core Facilitator Mindset Principles

- **EMPATHY:** Meet participants exactly where they are — no judgment about past or current choices
- **NON-JUDGMENT:** All consensual adult sexual practices are valid and deserve harm-reduction support
- **EMPOWERMENT:** Your role is not to tell people what to do — it's to expand their options
- **CONFIDENTIALITY:** What happens in the room stays in the room — know your exceptions (mandatory reporting)
- **ACTIVE LISTENING:** Silence can be a powerful tool; you don't always need to fill space
- **CULTURAL HUMILITY:** You don't know what you don't know — and that's OK; stay curious
- **STATUS-NEUTRAL LANGUAGE:** HIV status does not define a person; use person-first, non-stigmatizing language always

# Session 2: Facilitator Mindset Scenarios — How Would You Respond?

## SCENARIO 1

A participant suddenly discloses they are HIV-positive and starts crying during the ART/U=U lesson.

## SCENARIO 2

A participant aggressively questions the 'science' of PrEP and insists abstinence is the only real answer.

## SCENARIO 3

Someone asks a question about BDSM practices in a way that makes other participants visibly uncomfortable.

## SCENARIO 4

A participant shares that they had sex last night without any protection and is scared — in front of the group.

SESSION 3

# Content Walkthrough & Key Concepts

*60 minutes – Knowing your material deeply*

# Session 3: The 5 Modules — Quick Reference for Facilitators

- MODULE 1 — Mindset of Protection: Self-love, self-respect, erotic communication, consent as ongoing
- MODULE 2 — Sexual Barriers: External/internal condoms, oral barriers (dental dams, gloves, DIY), lube, toys
- MODULE 3 — Medical Shields: PrEP, PEP, Doxy-PEP, ART (U=U), vaccines (HPV/Hep A&B/Mpox), testing empowerment
- MODULE 4 — Real Talk: Kinks/fetishes/BDSM, group sex, fluid bonding, harm reduction scenarios
- MODULE 5 — Your Perfect MATCH: Medications, Awareness, Tools, Communication, Habits — personal plan
- Key principle across ALL modules: Combination prevention — no single tool is 100%; layers are power

# Session 3: Myth-Busting Mini-Quiz

15 MIN

## Small Group Quiz – Facilitator-led debrief

1. Divide into groups of 3–4; each group receives quiz cards with statements to evaluate
2. Groups discuss each statement and mark: TRUE, FALSE, or PARTIALLY TRUE
3. Reconvene: Facilitator goes through each answer with evidence-based explanations
4. Discuss: How would you handle a participant who holds one of these myths?
5. Focus topics: PrEP (not just for gay men), U=U (zero transmission risk), Doxy-PEP (not routine antibiotics), condom effectiveness (correct use matters), dental dams (YES, they are useful)

SESSION 4

# Hands-On Activity Practice

*90-120 minutes — Station Rotations*

# Session 4: Four Practice Stations

- STATION 1 — Condom & Barrier Demo (Module 2): Practice external/internal condom application on anatomical models; DIY dental dams from condoms; lube compatibility discussion
- STATION 2 — Communication Role-Play (Module 1): Triads practice communication scripts from the book; rotate roles (speaker / listener / observer); debrief on what felt natural vs. awkward
- STATION 3 — Continuum of Risk (Module 4): Facilitate a small group placing activity cards on a risk board; practice adding harm-reduction strategies; model non-judgmental framing
- STATION 4 — MATCH Guided Planning (Module 5): Lead peers through the MATCH worksheet; practice facilitator prompts; help 'participants' build a realistic, personalized plan
- Trainer note: Rotate every 20–25 minutes; provide live feedback on facilitation style, timing, inclusivity, and energy

# Session 4: Facilitation Feedback Checklist

ONGOING

## Trainer Observation — Live Feedback During Stations

1. Is the facilitator using non-judgmental, status-neutral language throughout?
2. Are they checking for understanding — not just delivering content?
3. Are they creating space for diverse experiences and identities?
4. Are they managing time effectively without rushing or cutting off participants?
5. Are they modeling comfort with the subject matter — demo confidence, appropriate humor?
6. Do they handle unexpected questions with grace? Do they say 'I don't know, let's find out' when needed?

SESSION 5

# Managing Groups & Sensitive Topics

*45 minutes – Real-world facilitation challenges*

# Session 5: Group Management Toolkit

## CHALLENGING MOMENTS

- Participant dominates discussion
- Someone makes a stigmatizing comment
- Disruptive side conversations
- Participant becomes emotional/cries
- Deeply offensive or harmful statement
- Group energy crashes (post-lunch slump)

## FACILITATOR RESPONSES

- Use 'step up, step back' agreement; redirect with curiosity
- Gently name it: 'That's a common perception; let's look at what the research says...'
- Pause: 'Let's bring everyone back together...'
- Slow down; validate; offer private support after
- Hold the group agreement; pause; restate community norms
- Physical activity break, energizer game, or gallery walk

# Session 5: Virtual Delivery Adaptations

- Platform: Zoom/Teams with breakout rooms for small group activities
- Polls: Use for myth-busting quiz and icebreakers (Mentimeter, Slido, or built-in polls)
- Shared docs: Google Slides for Continuum of Risk (participants drag cards)
- Demo alternatives: Pre-recorded condom demo videos from educators hub
- Breakout rooms for role-plays — assign a note-taker to share back with the group
- Chat box: Use for commitment-to-action step — ask participants to type their one action
- Energy: Use more frequent breaks (every 45–60 min); encourage cameras-on if comfortable
- Sensitive topics: Private DM option for participants who want to share without the group

SESSION 6

# Workshop Delivery & Adaptation

*30 minutes – Customization for your community*

# Session 6: Adapting for Different Audiences

## AUDIENCE ADAPTATIONS

- LGBTQ+ communities: Emphasize U=U, queer-inclusive language, kink/non-monogamy without judgment
- Young adults (18–24): More relatable scenarios; social media as barrier discussion starter
- People with HIV: ART/U=U-forward; reduce stigma-heavy framing; invite lived experience sharing
- Clinics/medical settings: More clinical detail in Module 3; reference specific labs & timelines

## SETTING ADAPTATIONS

- 90-min session: Mindset mini-lesson + communication role-play + MATCH intro only
- Half-day: Modules 1–2 deep dive + selected Module 3 tools + brief MATCH plan
- Full-day: All 5 modules with demos, all activities, full MATCH planning
- Virtual: Pre-recorded demos, digital tools, breakout rooms, digital workbook

SESSION 7

# Closing & Next Steps

*30 minutes – Commitment and certification pathway*

# Session 7: My First Workshop Plan

30 MIN

## Individual Planning + Closing Circle

1. Each trainee completes 'My First Workshop Plan': Target audience, proposed date, venue, which delivery model (90-min/half-day/full-day), support needed — 10 min
2. Pair share: Discuss your plan with one other trainee; give each other one piece of encouragement and one practical tip — 10 min
3. Certification path review: Co-facilitate one workshop with a certified facilitator + receive feedback for full certification — 5 min
4. Access Educators Hub orientation: Download your copy of all resources; join the facilitator community forum — 5 min
5. Closing circle: Each person completes 'I feel ready to facilitate because...' — go around the room

# Certification Pathway — Becoming a Certified FAP Facilitator

- Step 1: Complete the 4–6 hour Facilitator Training Module (this training)
- Step 2: Review all Educators Hub materials — especially the Detailed Facilitator Guide
- Step 3: Co-facilitate at least one full workshop alongside a certified facilitator
- Step 4: Receive a written feedback evaluation from the certified facilitator/master facilitator
- Step 5: Submit your feedback evaluation + confirmation to [theharnessproject.org](http://theharnessproject.org)
- Step 6: Receive your Certified FAP Facilitator credential — listed in directory (optional)
- Ongoing: Attend annual updates; access new materials as they're added to the Educators Hub

# You're Ready to Facilitate.

*MATCH Your Protection. – Fearless, Aware, & Protected – and now Certified.*