

Facilitator Training Module



MATCH Your Protection: Fearless, Aware, and Protected

TheHarnessProject | www.theharnessproject.org | Created by Christopher Zacharie | Updated January 2026

This Facilitator Training Module is a standalone 4–6 hour (half-day) training designed to prepare new facilitators to confidently deliver HARNESS workshops. It builds directly on the Detailed Facilitator's Guide, Participant Workbook, Handouts, and Slide Deck.

PURPOSE & TARGET AUDIENCE

Purpose: Equip trainees with the knowledge, skills, and mindset to facilitate sex-positive, harm-reduction-focused workshops that empower participants to create personalized saFER sex plans.

Target Audience: Health educators, peer navigators, community health workers, advocates, or passionate individuals ready to lead in their communities.

Format: In-person preferred (for hands-on demos); virtual adaptable. 8–15 trainees per session. Led by an experienced HARNESS Master Facilitator.

LEARNING OBJECTIVES

- Embody the HARNESS sex-positive, non-judgmental facilitator mindset
- Understand the ebook's core principles and all 5 modules
- Confidently deliver key activities: condom demos, role-plays, MATCH planning
- Handle sensitive topics, disclosures, and challenging group dynamics
- Adapt workshops for diverse audiences and delivery formats (90-min to full-day)
- Access, download, and customize all Educators Hub resources

SUPPLIES NEEDED

- Projector and slides (HARNESS Facilitator Training Deck)
- Anatomical models (penile and pelvic), condoms (external/internal), lube samples, nitrile gloves, scissors
- Printed Handouts Pack + Detailed Facilitator's Guide (one per trainee)
- Printed scenario cards (for Sessions 2, 5)
- Printed facilitation feedback checklists (for Station rotations)
- Whiteboard or flip chart and markers
- Name tags, pens, sticky notes

SESSION 1: WELCOME & PROGRAM OVERVIEW (30 min)

- Icebreaker: 'Two Words' – each trainee shares two words describing their feelings about facilitating
- Introduction to HARNESS philosophy: Fearless, Aware, Protected; saFER sex as layered freedom
- Review program impact: Declining STI rates, access gaps, empowerment focus
- Overview of all resources: Curriculum, Detailed Guide, Workbook, Handouts, Slides, Educators Hub

SESSION 2: FACILITATOR MINDSET DEEP DIVE (45 min)

- Interactive discussion of core mindset principles: Empathy, Non–Judgment, Empowerment, Confidentiality, Active Listening, Cultural Humility, Status–Neutral Language
- Small groups receive scenario cards – practice responding to: participant trauma disclosure, HIV stigma, defensive questions, sensitive revelations
- Debrief: Role of cultural humility; avoiding moralizing; the difference between empathizing and endorsing

SESSION 3: CONTENT WALKTHROUGH & KEY CONCEPTS (60 min)

- Slide tour of all 5 modules and the MATCH framework (with sample plans)
- Myth–busting mini–quiz: PrEP, U=U, barriers – groups discuss and defend answers
- Emphasis: Status–neutral language, harm reduction philosophy, combination prevention
- Q&A; on ebook chapters and science – facilitator references latest CDC/research updates

SESSION 4: HANDS–ON ACTIVITY PRACTICE (STATIONS) (90–120 min)

- Station 1 – Condom & Barrier Demo: External/internal condom practice on models; DIY dental dams; lube compatibility discussion
- Station 2 – Communication Role–Play: Triads practice scripts from the book; rotate roles (speaker / listener / observer); debrief on facilitation
- Station 3 – Continuum of Risk: Facilitate small group card placement; practice non–judgmental framing; add harm reduction strategies
- Station 4 – MATCH Guided Planning: Lead peers through worksheet; practice facilitator prompts; help build realistic, personalized plans
- Master facilitator circulates and provides live feedback on timing, inclusivity, energy, and language

SESSION 5: MANAGING GROUPS & SENSITIVE TOPICS (45 min)

- Review group agreements and handling disclosures (from Facilitator Guide)
- Role–play challenging facilitation moments: participant discomfort with demos; HIV stigma from a participant; time management crises
- Virtual adaptations discussion: Zoom tools, pre–recorded demos, digital continuum, chat–based commitment sharing
- Local resource integration: How to add Houston–specific (or your own) resources to materials

SESSION 6: WORKSHOP DELIVERY & ADAPTATION (30 min)

- **Review all 3 delivery models: 90–min, half–day, full–day**
- **Customization tips for specific audiences: LGBTQ+ communities, youth (18–24), people with HIV, clinical settings**
- **Practice: Each trainee pitches a 5–minute mini–segment (e.g., intro to MATCH, condom demo opener)**
- **Feedback: Group gives one 'glow' and one 'grow' for each mini–pitch**

SESSION 7: CLOSING & NEXT STEPS (30 min)

- **Commitment to Action: Trainees complete 'My First Workshop Plan' (date, audience, delivery model, support needed)**
- **Certification path review: Co–facilitate one workshop + receive feedback evaluation for full certification**
- **Educators Hub orientation: Access all materials; sign up for facilitator community forum and updates**
- **Closing circle: Each person completes — 'I feel ready to facilitate because...'**

CERTIFICATION PATHWAY

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

All Facilitator Training materials are available at www.theharnessproject.org/educators-hub

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