

WOMEN IN FORRÓ

COMMUNITY WORKSHOP KIT

INTRODUCTION AND GUIDE OVERVIEW

A facilitation resource for the European Forró scene

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WHAT IS THIS KIT?

The Women in Forró Community Workshop Kit is a series of facilitated discussion guides designed for use in the European Forró scene. It is built for community members, teachers, and organisers who want to open real conversations about gender, power, race, identity, and safety in the spaces they share.

The kit does not require trained facilitators, specialist equipment, or large budgets. Each guide is designed to be run with what is available in a typical Forró space: a room, some people who care, and a willingness to stay in the conversation.

The approach is peer-level throughout. Facilitators are not experts delivering content. They are community members holding space for a conversation the community is already having, with some structure to help it go somewhere useful.

WHY THIS KIT EXISTS

The Forró scene in Europe is built on connection, trust, and physical closeness. It is also a scene shaped by power dynamics: between teachers and students, between Brazilian and European participants, between those who are central to the community and those who are peripheral. Between those who feel completely at home and those who never quite do.

These dynamics are not unique to Forró. But they take specific forms here, shaped by the dance itself, the culture it came from, and the communities that have grown up around it in Europe. Talking about them clearly, in community, is what this kit is for.

The guides do not assume that Forró is uniquely broken or that the people in it are uniquely at fault. They assume that the community is capable of honest reflection and structural change. That is a higher bar, and a more respectful one.

HOW TO USE THIS KIT

Each guide in the kit is a standalone document with full facilitation instructions. You do not need to run them in order, and you do not need to run all of them. Each guide tells you which others it connects to, so you can build a programme that fits your community's context and capacity.

The guides can be run as:

- A single session added to the end of a regular weekly class.
- A workshop slot at a festival.
- Part of a dedicated safer space day or weekend.
- A closed peer session for teachers and organisers.

Each guide includes: facilitator notes, key concepts in plain language, session flow, exercises with detailed instructions, facilitator prompts, scene-specific examples for use if the group stalls, a closing, connections to other guides, follow-up reading, and printable materials where relevant.

Read the full guide before running any session. The facilitator notes in particular contain information that matters before you open the room.

THE FORMAT SYSTEM

Every guide in the kit is available in one or more formats. The format tells you how long the session runs, who it is for, and what setting it works in.

FORMAT	LENGTH	DESCRIPTION
FORMAT A	60 MIN	A 60-minute slot that can be added to the end or in exchange of a regular weekly dance class. Designed for a single facilitator with no specialist setup required. Works with groups from 8 to 25 participants.
FORMAT B	90 MIN	A 90-minute community exchange, ideal for festival workshop slots. Works with larger groups of 15 to 40 participants and benefits from two facilitators. The most common format for standalone events.
FORMAT C	HALF DAY+	A half-day or full dedicated safer space event. Includes extended exercises, additional activities, and longer closing time. Designed for 20 to 60 participants with dedicated event space and breakout capacity.
FORMAT D	90 MIN	A closed session for teachers and organisers only. Chatham House rule applies. Peer-to-peer format with no hierarchy assumed. The facilitator also participates. Questions are deliberately uncomfortable. This is where structural commitments are made.

FORMAT D: A NOTE

Format D is always closed to general participants. It is the most operationally demanding format in the kit, because it asks the people who run the scene to examine their own decisions honestly. The facilitator is also a participant. Questions are deliberately uncomfortable. That is not an accident.

GUIDE OVERVIEW

The kit currently contains nine guides. The table below gives the full title, subtitle, and available formats for each.

#	TITLE	SUBTITLE	FORMATS
1	What Is Gender?	<i>Roles, Norms and the Dance Frame</i>	A, B, C, D
2	Naming Harm in Dance Spaces	<i>Recognising the continuum from discomfort to violence</i>	A, B, C
3	Bystander to Ally	<i>What Do You Do?</i>	A, B, C, D
4	Power in the Scene	<i>Who Holds It, Who Uses It</i>	B, C, D
5	The Box We Dance In	<i>Masculinities, Culture Clash and the Scene</i>	B, C
6	Free Labour, Visibility and Who Gets the Credit	<i>The hidden economy of the scene</i>	B, C, D
7	Whose Dance Is This?	<i>Race, Belonging and the European Forró Scene</i>	B, C, D
8	Who Gets to Feel at Home?	<i>Identity, Belonging and the Forró Scene</i>	B, C
9	When the Scene Looks Away	<i>Gender-Based Violence, Community Silence and Structural Change</i>	B, C, D

WHAT EACH GUIDE COVERS

GUIDE 1: WHAT IS GENDER?

The foundation session. Introduces sex, gender, and gender norms through the lens of Forró's lead and follow roles. Uses a two-column box exercise to surface what each role is expected to look like, and then asks where those expectations come from. The entry point for the whole kit. Works well as the first session in any series, and as a standalone in a regular weekly class.

GUIDE 2: NAMING HARM IN DANCE SPACES

Introduces the harm continuum: from normalised discomfort on the dance floor through to sexual violence. Puts online and in-person situations on the same line. Gives the community shared language for what counts as harm and why the "it wasn't that bad" response protects no one. Deliberately avoids the word "safe space" in favour of the more honest "safer space."

GUIDE 3: BYSTANDER TO ALLY

The practical response session. Introduces the ACT framework (Assess, Choose, Take action) and the 4 Ds (Direct, Distract, Delegate, Delay). Works through realistic

scenarios from the dance floor and online. Asks what stops people from intervening and what would make it more possible. Includes a Format D section on what teachers and organisers can do structurally to support bystander action.

GUIDE 4: POWER IN THE SCENE

Introduces the Circle of Power framework: eight types of power operating in the Forró scene (positional, cultural, social capital, cultural capital, symbolic capital, affective, access, gatekeeping). The most conceptually rich guide in the kit. Includes printable Power Cards for group exercises. Closes with four questions about how participants personally hold and use power. The Format D section is the most operationally demanding in the earlier guides.

GUIDE 5: THE BOX WE DANCE IN

Expands the box exercise from Guide 1 into the cultural dimension: the collision between Brazilian norms and Northern European norms in the scene, and what happens when those clashes go unnamed. Examines how masculinity is performed differently across cultures, and what the European scene has adopted, adapted, or invented. The cultural clash is named directly rather than softened.

GUIDE 6: FREE LABOUR, VISIBILITY AND WHO GETS THE CREDIT

Looks at the hidden economy of the scene: who does the unpaid work that keeps communities running, who is visible and who is credited, and what the gap between contribution and recognition reveals about power. Includes a specific examination of teacher compensation and the conditions in which teachers, particularly women, work. The Format D section asks organisers to look at their own booking and credit practices.

GUIDE 7: WHOSE DANCE IS THIS?

Addresses race directly: Forró's Afro-Brazilian roots, the class and race dynamics of forró universitário, the predominantly white European scene, and what it means for a community to inherit a culture without fully knowing its history. Examines the specific ways the European scene may reproduce racial dynamics in who it books, who it credits, and who it makes feel at home. The Format D section asks operational questions about booking, pricing, and cultural authority.

GUIDE 8: WHO GETS TO FEEL AT HOME?

Introduces intersectionality as a practical tool: how race, gender, class, sexuality, disability, immigration status, language, and age combine in ways that shape who genuinely belongs in the scene and who is merely tolerated. Uses an identity wheel exercise, structured small group discussion across four areas of the scene, and a privilege walk. The most personally live session in the kit for many participants.

GUIDE 9: WHEN THE SCENE LOOKS AWAY

Addresses gender-based violence directly: what it is, how it shows up in social dance spaces, and how communities protect perpetrators through minimising, focussing on community image, and centring the accused. Includes a sentence-completion exercise on the cost of speaking up, myth cards for the longer format, and a Format D section on the structural decisions organisers make before, during, and after harm occurs. Connects to the Women in Forró safety documents as practical infrastructure.

RUNNING A FIRST SESSION

If you are new to this kind of facilitation, start with Guide 1 in Format A or B. It is the least emotionally live session in the kit and the one most likely to feel manageable for an inexperienced facilitator. It also builds the vocabulary that makes later sessions easier.

If your community has already had some of these conversations and you want to go deeper, Guide 4 or Guide 8 are good entry points for a more experienced group.

If your community has a specific situation it needs to address, Guide 9 (GBV) or Guide 7 (race) speak most directly to structural accountability. Both have Format D sections designed for the people who need to make decisions.

Whatever you start with: read the full guide before you open the room. The facilitator notes exist for a reason.

WHAT THIS KIT IS NOT

This kit is not a training programme or a certification. Completing a session does not make a community safe, and it does not qualify anyone as a facilitator for other communities.

It is not a substitute for a Code of Conduct, a Safety Team, or a reporting system. Those are infrastructure. This kit is conversation. Both are necessary.

It is not a set of answers. A good session ends with more questions than it started with. That is working as intended.

It is not finished. The Forró scene is changing. These guides will be updated as the community's understanding develops.

WOMEN IN FORRÓ RESOURCES AND KITS

Several guides in this kit reference the Women in Forró safety documents. These are practical infrastructure resources available separately via womeninforro.com. They include:

- Code of Conduct
- Event Opening Script
- Setting Up a Safety Team
- Safety Team Volunteer Briefing
- Reporting System Basics
- How to Handle Harassment Reports
- Incident Report Form
- Volunteer and Staff Guidelines

The workshop guides and the safety documents are designed to work together. The guides open conversations. The documents give communities the infrastructure to act on what those conversations surface.