

STACK HAND SIGNALS

NAC uses **Progressive Stack**. In general **Stack** helps facilitate discussion and decision making in which everyone has an equitable say in the conversation. **Progressive Stack** is used to give marginalized groups, voices that are often submerged, discounted, or excluded a greater chance to speak by placing them before those on Stack without lived experience or who have already spoken.



STACK

To get on **Stack**, raise one hand and look to the stacker to confirm your addition. You will be called in the order you were added.



AGREE



DISAGREE

Up Twinkles/Down Twinkles: Indicates agreement or disagreement with what is being said or with a consensus proposal. **Flat Hands/Twinkles:** Show that you are unsure or undecided. One may be asked to clarify one's position.



CLARIFY

Clarifying Question/Comment: To clarify what has just been said.



TIME

Time: We are running over time. Reminds group to be aware of the time.



CENTER

Re-centering Llama: The conversation has strayed from the original topic or agenda item. Gently refocuses the group.



DIRECT

Direct Response: Something that must be said after the person is speaking, usually for clarification.



PROCESS

Process Triangle: An idea for how to improve the meeting process.



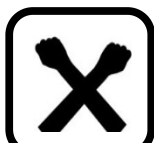
VOLUME

Volume Up/Can't Hear: Indicates that the person speaking or content needs to be louder.



VIBES

Vibes Watch: Things are getting tense. Lets address it or take a break.



BLOCK

Block: Indicates the strongest opposition to the proposal or topic of discussion. The proposal/topic is fundamentally detrimental.

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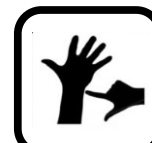
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