

Workshop 5b: Assessing Community Conditions, Skills, & Resources

Session b: Getting Real About Community Transitions

Total Time: 2 hours

Learning Objectives/Desired Outcomes:

Participants will leave this workshop with...

- Clarity around personal and shared motivations for working hard
- Understand conditions affecting family, community, and economy that we want to respond to → what are gaps and needs we can address?
- Critical analysis of current labor conditions in the community and identify actions needed to support community transition to a solidarity economy
- Explore possible themes, affinity groups, formations, and initiatives to pursue in solidarity economy → what's a framework for a roadmap to get there?

Materials

- Flipchart paper and markers
- Markers, crayons or colored pencils
- 11x17in paper (or larger)

Preparation

- For the “From Here to There” exercise, prepare blank flipchart paper with the following titles:
 - Experience and observations
 - Power Analysis
 - Gaps
 - Dignity
 - Labor Assets
 - Applying our Labor Assets
- For the “Getting Real About Community Transformation” exercise, prepare blank flipchart paper with that title and draw a line down the middle. Write “Needs” on one side and “Actions” on the other side of the line.

Agenda

1. OPENING CIRCLE (Seeds) = personal connections

<p>Name Energy Exchange</p>	<p>Time: 5 min</p>
<p><u>Instructions:</u></p> <ol style="list-style-type: none"> 1. Standing in a circle, explain: <i>We have been focusing on community assets and it's important we recognize our voices, bodies and minds as our most important assets. We are going to play a simple game called, Name Energy Exchange, to honor the assets we have right here in this circle. Everyone will share their names with a movement that reflects some part of your personality or what you like So for example, I might do this [SHARE YOUR NAME AND A MOVEMENT] and then everyone will repeat that back to me all at once - go ahead and try it</i> 2. Everyone repeats back your name and movement. <i>Great! Now, let's play! Someone will start us off and then we will move around the circle to the left.</i> 3. Let the game play out. When it comes to you, go ahead and repeat the movement you modeled or pick a new one, but don't skip yourself. Also, don't express any judgment for any of the different movements - whether they are awesome or totally weak and uncommitted - its all good - keep the same smile and positive energy. 4. Once the name energy exchange has gone all the way around the circle, initiate a round of applause for the group. 	<p><u>Purpose:</u></p> <p>To get all voices in the room To share names and a quick check-in in a creative way To break the ice by being a little silly; to activate voices and bodies</p> <p><u>Facilitator Notes:</u></p> <p>Feel free to modify the prompt here - could also be: name and a movement that shows how you are feeling this morning, or name and a movement that shows why you're excited to be here today</p> <p>Model saying your name and performing a short movement that expresses some part of who you are</p>

2. FIREBUILDER (Preparing the soil) = relationship and trust building

<p>Pair Share: Motivation</p>	<p>Time: 15 min</p>
<p><u>Instructions:</u></p> <ol style="list-style-type: none"> 1. Organize the groups into pairs (1 min) 2. Have the pairs decide who is partner A and who is partner B (30 sec) 3. Give each person 2 minutes to share what motivates them to work hard? (4 min) 4. Ask the group to form a standing circle 5. Invite the group to create a frozen snapshot of our shared motivations for working hard <p><i>If we could take a snapshot of what those reasons for working hard</i></p>	<p><u>Purpose:</u></p> <p>To tap into the groups personal and shared motivations for working hard</p> <p><u>Facilitator Notes:</u></p> <p>These motivations are what is behind why they and their families have sacrificed themselves in challenging work and also can be translated to why we are motivated together to create a solidarity economy</p>

<p><i>look like, what would we see?</i></p> <p>6. Give instructions for how to create the snapshot:</p> <p><i>One pair will start us off by coming into the middle of the circle and striking a pose. And then other pairs, one by one can come into the circle and add on to the image. Not every pair needs to come into the circle. Some can stay on the outside to reflect on what they see... Let's try it! Whenever a pair is ready, you can come into the circle to start us off... remember it is a frozen image</i></p> <p>7. Feel free to model what a frozen image looks like and/or allow pairs a minute to discuss what image they could form</p> <p>8. Once about half the group or more is in the image, ask the rest of the participants to reflect:</p> <p>9. Scribe the motivations on a poster paper or whiteboard</p>	<p>that will be better at achieving the reasons the group has chosen to work hard in the past</p>
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3. BRIDGE EXERCISE (Planting the seeds) = connecting personal experiences to the big picture

<p>From Here to There</p>	<p>Time: 45 min</p>
<p><u>Instructions:</u></p> <ol style="list-style-type: none"> 1. Make sure everyone has the supplies they need: (4 min) <ol style="list-style-type: none"> a. Markers, crayons or colored pencils b. 11x17in paper (or larger) 2. Start by ask a popcorn style question: What are some of the jobs you and/or your parents have had? Take some answers and acknowledge them (3 min) 3. Explain that we will be asking a series of questions and each person will illustrate their responses (2 min) 4. Ask: <i>Why is it good for us to draw our responses? We want to be able to visually see how work has changed or not changed over time. (1 min)</i> 5. Let the group know they will have three minutes to answer each question by drawing their responses. Ask them to make sure to include an image of the person in charge - the boss. (15 min) <p><u>Questions:</u></p> <ul style="list-style-type: none"> • <i>What did your grandparents work look like?</i> • <i>What did/does your parents work look like?</i> 	<p><u>Purpose:</u></p> <p>To make the contrast between our current situation and what we envision doing</p> <p><u>Facilitator Notes:</u></p> <p>Go around and use prompts to assist participants will they are drawing their answers to the questions</p> <p>Scribe the group's answers to the final reflection questions</p>

<ul style="list-style-type: none"> • <i>What does your work look like?</i> • <i>What do you want your work to look like?</i> • <i>What do you want your children's work to look like?</i> <ol style="list-style-type: none"> 6. Once finished, each person takes three minutes to share their illustration with the large group. 7. Afterwards ask for reactions from the large group and scribe (20 min): <ol style="list-style-type: none"> a. Experience: <i>How was that?</i> b. Observations: <i>What do you notice about the drawings?</i> c. Power Analysis: <i>Who owns/controls the workplace?</i> d. Gaps: <i>What are the major distinctions between what we are experiencing today and what we want for our future and for our children?</i> e. Dignity: <i>How is your (or your parents) labor and skills respected and valued?</i> f. Labor Assets: <i>How does you or your parents labor advance or not advance your goals or vision for a better world?</i> g. Applying our Labor Assets: <i>What skills, strengths, and experiences from past generations can we draw upon to support the transition we want for the next generation?</i> 	
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4. BIG PICTURE LEARNING (Sun and Water) = New learning/big picture content

<p>Critical Discussion on Transitions</p>	<p>Time: 30 min</p>
<p><u>Instructions:</u></p> <ol style="list-style-type: none"> 1. Organize the group into pairs (5 min) 2. Ask pairs to reflect on three key questions (10 min) <ol style="list-style-type: none"> a. How will the solidarity economy transform our lives? b. How will it transform the conditions in our communities? c. What roles do we see ourselves playing in this transformation? 3. After each pair and share, go through each question, one by one and invites pairs to report back (15 min) 	<p><u>Purpose:</u></p> <p>To reflect critically on the shifts we are working to create as we build a solidarity economy</p> <p><u>Facilitator Notes:</u></p> <p>It's okay if pair's answer are half-baked because when the different pairs share their answers they will complement each other's answers and build a collective analysis</p>

5. CREATING CONTENT (Harvest): Analysis and/or action steps

<p>Getting Real About Community Transformation</p>	<p>Time: 10-15 min</p>
<p><u>Instructions:</u></p> <ol style="list-style-type: none"> 1. Ask everyone to reflect on the notes generated 2. Based on what we see here, ask the whole group to think about what support our community need to participate in this transformation? Reflect on the current realities the community faces and what transformation we are inviting: How do we need to help prepare our neighbors for such a transition? 3. Scribe the list of needs and actions and save this list for the next session 	<p><u>Purpose:</u></p> <p>To be real about the various community barriers to the solidarity economy</p> <p>To identify actions we can take to begin breaking down barriers</p> <p><u>Facilitator Notes:</u></p> <p>This short exercise sets the stage for the next session in which the group will be developing a mini-participatory action research project to begin preparing their neighbors and community leaders for the possibility of a solidarity economy</p>

6. CLOSING CIRCLE (Saving Seeds) = Reflection

<p>Action Circle</p>	<p>Time: 10 min</p>
<p><u>Instructions:</u></p> <ol style="list-style-type: none"> 1. In a standing circle, thank everyone for their participation and acknowledge that we have a lot of exciting work to do to prepare the community for the transformation to a solidarity economy (1 min) 2. Acknowledge the power of starting small and invite the group to start with our own families and friends (1 min) 3. Ask everyone to reflect on what thing they can do in their family or with their friends to start preparing the conditions for a solidarity economy (30 seconds) 4. Ask everyone to respond: What is one thing you will do with your family or friends to start preparing them for the transformation to the solidarity economy? (5-7 min) 	<p><u>Purpose:</u></p> <p>To recognize the power of starting at the micro-level</p> <p>To instill a sense of shared responsibility for cultivating the conditions for the transition to a solidarity economy</p> <p><u>Facilitator Notes:</u></p> <p>Make sure to share your own personal action</p>

<p>5. In the next two sessions, we are going to be looking at the barriers that we face in building these projects and what we can do to overcome them</p>	
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