

Day 2: Facilitating the Field: Roles, Ghost Roles, Polarizations, Hot Spots.

Theme: Multicultural Societies

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Welcome: We hope you had a good evening and night and morning

We are in the designated position of facilitators today and as Arny and Amy mentioned yesterday, the facilitator is also a role, a part of each of us that is interested in learning to facilitate – that part which is deeply interested in the world, and our part in it, how we make a difference. It is that part that is interested to not only being caught in polarizations and conflict, but able to bring awareness towards a transformation.

Our focus today is on 'facilitating the field' and also the theme of Multicultural Society.

Arny and Amy were talking about Deep democracy yesterday and the importance of the dreaming dimension of our interactions that supports transformation, and how this dimension has been accessed with art and ritual.

Throughout time, in many cultures, in different religions and spiritual approaches, and in many creation stories, there is a description of an underlying primordial soup that is connecting us, before we become separate. It might be described as a shared deep unity out of which springs all our diversity.

One such myth from the Bakuba people of the Republic of Congo goes something like this: There was water everywhere, only water. And a big Spirit had a pain in his belly, and brought his awareness there - And from deep down in the belly, and out of his mouth came the sun, the moon and the stars. And that was good, because the sun was shining, and evaporated some of the water, and soon you could see hills and land. And then the great Spirit had another pain, and this time out of the mouth came all the trees and forests, and then the many animal and birds, and all the people, and then came medicine and lightning.

A lot came out of this story for us as we were preparing . One way of looking at the myth is that we are this underlying unity, and we are also the one who feels the pain -and we are this great diversity that is created.

Our theme today is multi-cultural societies. The theme itself brings up everything - all our diversity in terms of culture, language, ethnicity, race, religion, sexual orientation, gender, economic situation, age, health and more. There's the beauty and richness of all our diversity, and there are all the difficulties and pain; the problems of discrimination based on race, gender, sexual orientation and more, and our traumatic history of colonization, violence, tyranny and genocide.

We also thought about what it means to be at home in this world, to have the possibility to be oneself and all parts of oneself, and that what is inside of the world, is inside of us. **And we looked at our diversity as a team-** sometimes we are chaotic, sometimes we are of one voice, and then not. As a team we worked a lot on our diversity, particularly our diversity of styles – being faster or slower, louder or quieter, more forthcoming or shy or holding back. Valuing these differences among ourselves enriched our team work together.

FACILITATING THE FIELD CONCEPTS

Roles, Ghost roles, Hot spots

The myth is also helpful to understand roles.

- **Roles belong to us collectively. When we work with roles in a group interaction, we see a role is not just an individual viewpoint. The role needs many of us to fill it out- not just one person.** We might represent and play the roles, and at a certain moment, you might feel something in you and bring it out, speaking from that role, connecting to something deep in you, that is very personal and it is more than personal, belonging to all of us.

And just as the role is bigger than an individual, you as an individual are also bigger than one role. Everything is in you –you may also notice a diversity of feelings inside you - you speak from one role, and then you may move to another position to speak from there, too. In this sense roles are useful, to get to know more about your inner diversity.

- **Ghost roles** - This refers to a role that is implicit. It may be a role that people are reacting to or suffering from, so it can be useful to find and step into the ghost role – to bring what is implicit out, and actively facilitate.
- **Hot spots** are moments that are sensitive, tender, maybe volatile. Hot spots are where people tend to back away, and conflicts repeat and cycle, or if they are not worked on, there's a sudden escalation or potential violence and pain. One important method is to notice hot spots, so as to not fall again into those spots and repeat the pain - but to try to carefully facilitate here, knowing if left alone, without facilitation, hot spots are points where conflicts cycle or erupt –but with facilitation, they are doorways to a group finding a different way, or a different quality of contact or a creative way forward around even the most difficult situations.

Large group process

We invited the group to hear from different people about what's inside of us, as individuals, and what's inside us as a group, and then discover together how we want to focus as a group.

The group process was very emotional and went deep. (This is only a brief summary.)

Several people spoke in very personal ways about colonisation, religious persecution, racism and its impact, including discrimination towards Muslims in the UK, in relation to fears of terrorism and violence. Someone spoke about the situation in Burundi and Rwanda, where the history of violence between Tutsis and Hutus is entrenched in the history of Belgian colonization and rule – yet he spoke of the need for responsibility among those involved now – to not identify only as victims, but to assume responsibility and the power to build a different future. As we worked with the roles of colonizer and colonized, an interaction developed between a white American who spoke of his family history and lineage of having been involved with committing genocide, and a native American who told part of his story of the genocide of his people. There was a deep expression of pain, and the need for truth and accountability, along with a gift of healing and meeting beyond our history. As this process continued, other personal and family stories emerged, including horrific stories of what happened to family members transported as slaves from India on British ships. Along with the sheer pain, there was a spirit of immense generosity in those who shared their stories, as well as those feeling, and grappling with what it means to acknowledge and reckon with accountability for the history we share, and the spirit that is building a different future.