Facilitating as a Peacemaker

Daryn Cambridge
Training Resources Group, Inc.
dcambridge@trg-inc.com
AGENDA

Goal | Become a more intentional facilitator

Objectives | Participants will be able to:

- **Identify and discuss** facilitation challenges and opportunities
- **Apply** a framework for facilitating with peacebuilding principles
- **Practice** specific facilitation skills
Are folks able to express their authentic selves and represent their realities or are people “going along to get along, or not “showing up” at all?
“The more active an attitude men and women take in regard to the exploration of their own thematics, the more they deepen their critical awareness of reality and, in spelling out those thematics, take possession of that reality.”

-Paulo Freire
“Participants pretend and hide out in the beginning of classes and workshops because they are afraid to be real. By taking small steps, they gain mutual trust and realize they are safe, at least a little bit accepted for who they are and what they think.”

-George Lakey
Practice Session
Are we providing real opportunities for people to contribute and shape the conversation - particularly non-dominant groups?
Adaptation to challenge and support. Adaptation to different cognitive styles and learning styles. Adaptation to culture-specific preferences. These adaptation responses are grounded in a learner-centered orientation to programs.

- Janet M. Bennett
“The teacher who can ask of the students, ‘what do you need in order to learn?’ or ‘how can I serve?’ brings to the work of educating a spirit of service that honors the student’s will to learn.”

- Bell Hooks
Practice Session
COMMUNITY

Are we building connections, respect, and trust among and across the participants?
I assume that to learn, people need to risk: to revise their conceptual framework, try a new skill, unlearn an old prejudice, admit there’s something they don’t know. To risk, people need safety. To be safe, they need a group and/or a teacher that supports them.

- George Lakey
The community stagnates without the impulse of the individual. The impulse dies away without the sympathy of the community.

- William James
“One of the key ways for people to attain a feeling of safety and security is to be connected to other people and to feel that they are included in a group. This feeling of belonging enables participants to face the challenges set before them. When they are learning with others rather than alone, they have available the emotional and intellectual support that allows them to go beyond their present level of knowledge.”

- Mel Silberman
Are participants making their own discoveries and decisions? Are they ready to perform?
“Don’t ever do what the learner can do; don’t ever decide what the learner can decide... Teachers must be careful not to steal that learning opportunity from the adult learner.”

- Jane Vella
“You can tell people what they need to know really fast. But they will forget what you tell them even faster. People are more likely to understand what they figure out for themselves than what you figure out for them.”

- Mel Silberman
“Whatever seeds (of peace) we sow, they have to grow with sunshine and water present in that area, and they have to thrive in their soil.”
Practice Session
Thank you!