

# FACILITATING AS A PEACEBUILDER

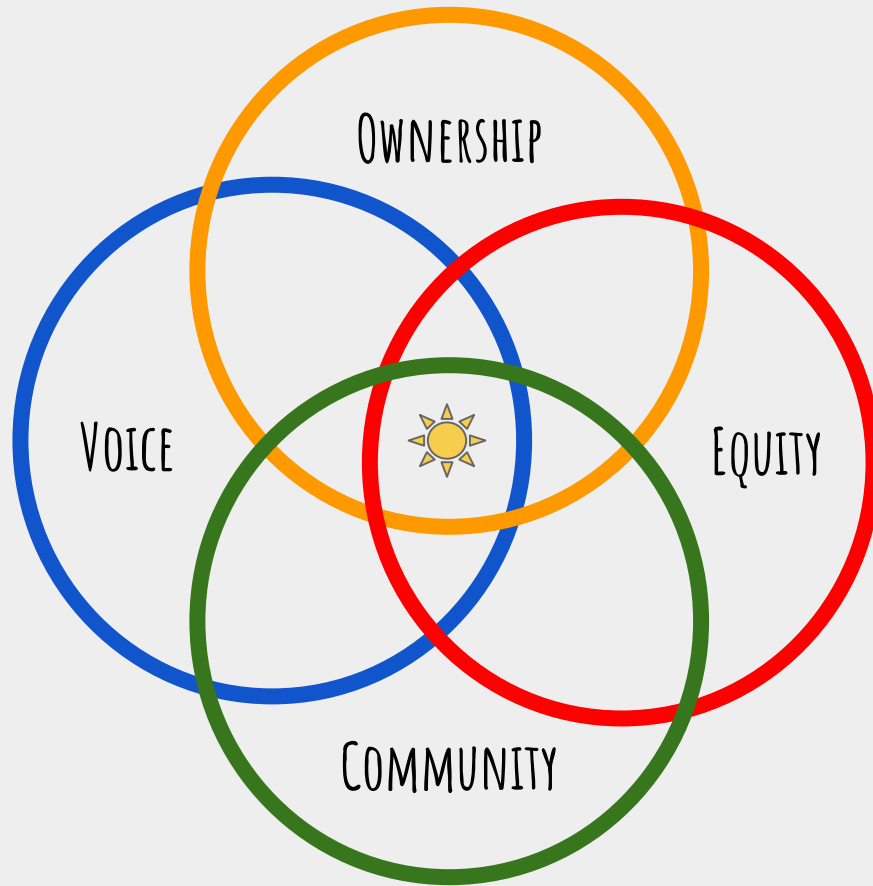
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# AGENDA

**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





# VOICE

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.”

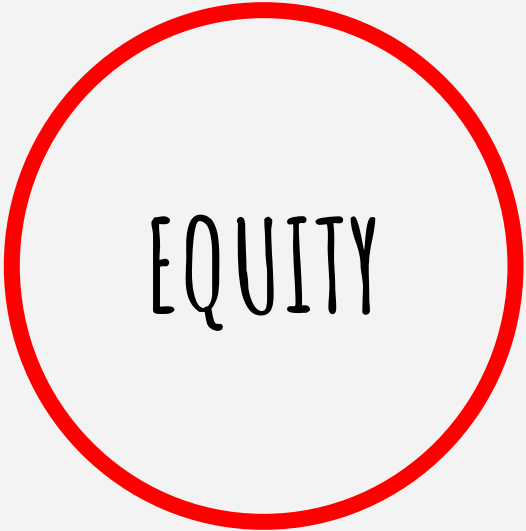
-PAULO FREIRE

“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



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EQUITY

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



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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



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OWNERSHIP

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.”



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THANK YOU!