



Inclusive People

Several of the original workshops hosted by AHC are reflected in Dialog 4. The original aim of the workshops was to support participants to explore individual behavior in relation to building more inclusive communities. To read more about the original workshops see the Workshop Memories linked to this chapter.

Workshop 4 – Inclusive People (AHC Staff), Workshop 11 – Empathy and Inclusion (Oliver Kamau)

Key themes that will be explored in this workshop:

Examining our own capacities and helping others explore theirs

Challenging and recognizing individual perceptions of others

Using personal gifts to connect to the community

Time:

3 hours

Supplies:

Pens and pencils (for participants)

Flipchart with paper

Overhead projector and gels (optional for displaying handouts)

Handouts

ACTION FOR HEALTHY COMMUNITIES
SOCIAL INCLUSION CURRICULUM

9:00 am – 9:15 am

Introductions and Housekeeping

Allow participants to introduce themselves

Identify smoking areas, bathrooms and break times for the group

9:15 am – 9:30 am

Icebreaker

Examples of icebreakers are included in the Main Appendix.

9:30 am – 10:15 am

Your Gift is Your Key to the Community

The goal of this exercise is to help participants map their own gifts and also to be creative in assessing the gifts of others.

Provide the Handout “Your Gift is Your Key to the Community” (Dialog 4, Handout I) to each participant. Ask the participants to work individually to fill out the form in relation to themselves. Let the participants know prior to completing the form that the information will be shared.

Provide the participants 15 minutes to complete the form. If people require assistance both the facilitator and the minute taker can provide assistance, also this is an opportunity to ask participants to assist those with writing or language barriers to draw pictures or have someone write for them.

When the participants have completed the activity ask them to pass their form to the person to their right. Each person can then read and report on the gifts of their neighbor. Ask each ‘Presenter’ to give thought and express two ways, from having read the gifts form, that the person can give to his or her community.

Record these community contribution ideas on the Flipchart for use with exercise three. Post them to the wall for reference later.

At the end of the exercise ask each participant if they have increased their understanding of the other participants and themselves. Discuss how working this way can increase community capacity when a more creative asset finding map is created for identifying human resources.

10:15 am – 10:30 am

Coffee Break

10:30 am – 11:05 am

The Power Shuffle

The Power Shuffle is a workshop learning exercise that can be used to help participants reflect on identities and personal sources of power. It can be used to develop bonds with others by identifying shared characteristics and identities.

Using the activity sheet the Power Shuffle (Dialog 4, Handout II) have the participants line up on one side of the room.

Using the questions on the activity sheet ask the participants to respond to each question by crossing the room, every time they have an affirmative answer to the question posed. Make your way through the questions in order as the questions graduate from neutral to more emotionally provocative and participants require time to develop comfort with each other in this new dynamic and with the content of the questions.

You may skip over some of the questions if the exercise feels too long, the participants need to debrief during the exercise or certain questions are not a fit for the group.

Upon completion of the exercise take some time for the group to discuss the exercise as it relates to their own understanding of their experiences of exclusion and inclusion.

- A) What did it feel like to stand with the majority and to stand alone?
- B) Ask people if they are comfortable talking about any of the questions that made them uncomfortable.
- C) Did the questions and experiencing the varied responses of the group open them to the idea that in order to be inclusive you need to be open to more ideas and also to know where personal boundaries lie?

11:05 am – 11:45 am

The People We Know

The goal of this exercise is to have the participants explore how the people around us can be used to help people feel more included.

Using the handout called A Guide to Developing Community Connections (Dialog 4, Handout III) break the participants into groups of 4. Ask the group to review the handout and create their own circle of support based on information in the posted list of people's gifts as detailed in the first exercise.

Using the tool provided in the handout, use a current example that has meaning for the group and identify the participants who fit the roles on the action wheel.

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Facilitator Note:

Post a blank circle of support on overhead or Flipchart and talk the group through an example i.e.: who takes lead, who provides moral supports, etc. Potential examples are: helping a person connected to a cultural organization, sports team or arts event.

11:45 am – 12:00 pm

Debriefing and Evaluation

Discuss the next dialog on inclusive communities. Discuss that the exercises in this dialog will assist the participants in developing strategies for building inclusive communities.

Have the group complete an evaluation of the workshop and call the discussion to a close.
