

Radical Inclusion - Organization Process



WHY

We have spent decades trying to understand and define discrimination and racism on a rational level. We want to build a way to tackle different forms of discrimination from a new perspective, diving deeper and exploring how to transform harmful power relations. The fight against discrimination and against racism deserves an approach that is positive, an intention that aspires to real cultural change. Instead of focusing on "fighting against", our attention turns to building a culture in which we recognize privilege and oppression and dare to correct our fellow human from a supportive intention. In which we dare to connect with each other regardless of differences.

In this document you will find an overview of what a trajectory can look like, how we can design the content together.

CONDITIONS

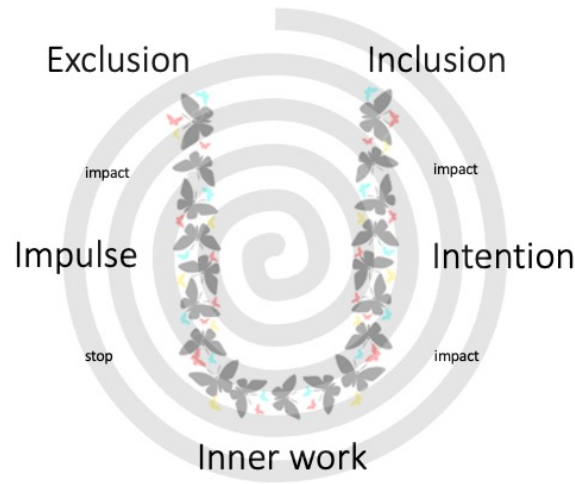
- a trajectory where the organisation's leadership genuinely wants to work towards inclusion.
- the possibility of adapted trajectories if the intake indicates a passive or insufficiently committed leadership (clarification of objectives, results and boundaries).
- regular coordination and feedback with the organisation's leadership in order to keep a good eye on and take into account professional boundaries.
- the idea that awareness of the impact of deconstructing power relations on the organisation and on employees, gradually grows. Its effects can sometimes be surprising or different than expected, and adjustment is always needed.
- The fact that clarity, movement and change come to an organisation on various levels once a process starts, even if we work with a limited group at first.

PROCESS ESTIMATION

Factors that impact the inclusion process, and which we'll be considering together during our Analysis or Consult meeting:

- awareness and willingness in all or part of the organisation to engage in a pathway.
- the theme (e.g. racism, sexism, gender, etc.) around which priority is being worked, and the sensitivity of that theme in the organisation.
- the boundaries of the commercial framework and business objectives.
- the existing organisational culture and power relations.
- the support that can be offered to employees internally and externally.
- the personal commitment and experience of those involved in this work.

	Preparing the field	Kick-off	Flow
Goal	Building safety framework for a pilot group	Discovering 'unconscious patterns' in the group dynamics and group culture of the pilot group, especially with regard to power dynamics and inclusion.	Clarifying or redefining vision, safety framework and action proposals for the pilot group itself and for the organization as a whole.
Actions	Clarify power relations in the pilot group and in the organisation.	Sessions with the pilot group addressing awareness of rational, emotional and physical aspects in the deconstruction of power dynamics.	Analysis of good flow, obstacles and growth opportunities from previous sessions, clarifying power dynamics.
	Clarification of objectives, results, boundaries of the organisation regarding support to employees in the pilot group	Sessions with the pilot group where together we formulate actions for transformation of existing power dynamics.	Clarification of objectives, expectations and boundaries of the pilot group and the organization, acknowledging the need for support and development of collective resilience.
	Alignment with highest possible level of leadership of the organisation.	Feedback process between group and leaders.	Alignment of action proposals with highest possible level of leadership of the organization.
	First session(s) with working group to jointly set the safety framework for upcoming sessions.		
Result for the people	Both leadership and pilot group members are aware of the impact of raising awareness in power dynamics. There is written agreement on the first steps in this journey.	Awareness of power dynamics at individual and working group level. Deconstruction where possible, taking into account personal and professional boundaries.	Leaders and pilot group members have insight into potential actions and impact of deconstructing power dynamics across the organization. There is an agreement on the longer term goals and the first steps to continue this journey with leadership and staff.
Result for the organization	Understanding and anticipating on what happens when we start deconstructing power dynamics. Ability to make conscious and thoughtful decisions that fit your organizational culture and ambitions.	Understanding the different ways and opportunities to work towards inclusion. Knowing which methods and frameworks are supportive and appropriate to guide the process.	Action plan to move towards inclusion, taking into account the identity, culture, limitations and capacities of the people and the organization.



We hope the descriptions above have inspired you to choose the right priorities and the right pace for you and your organization.

We can also imagine that this is not easy to digest and that it might need time, dialogue and other practices to feel into what working towards inclusion means in your context.

Options for support

- You are very welcome to ask for more specific support, and organize a meeting or group session with us. On our website www.firoafacilitation.com you'll find several possibilities.
- You are warmly invited to join us in a free online Inner Work practice session to gain clarity and to know that you are not alone in this process. Dates, times and registration link are on the Resilience Movement website: <https://resiliencemovement.eu/free-groups/>

We are looking forward to meeting you and to be your ally or partner on this challenging and wonderful journey