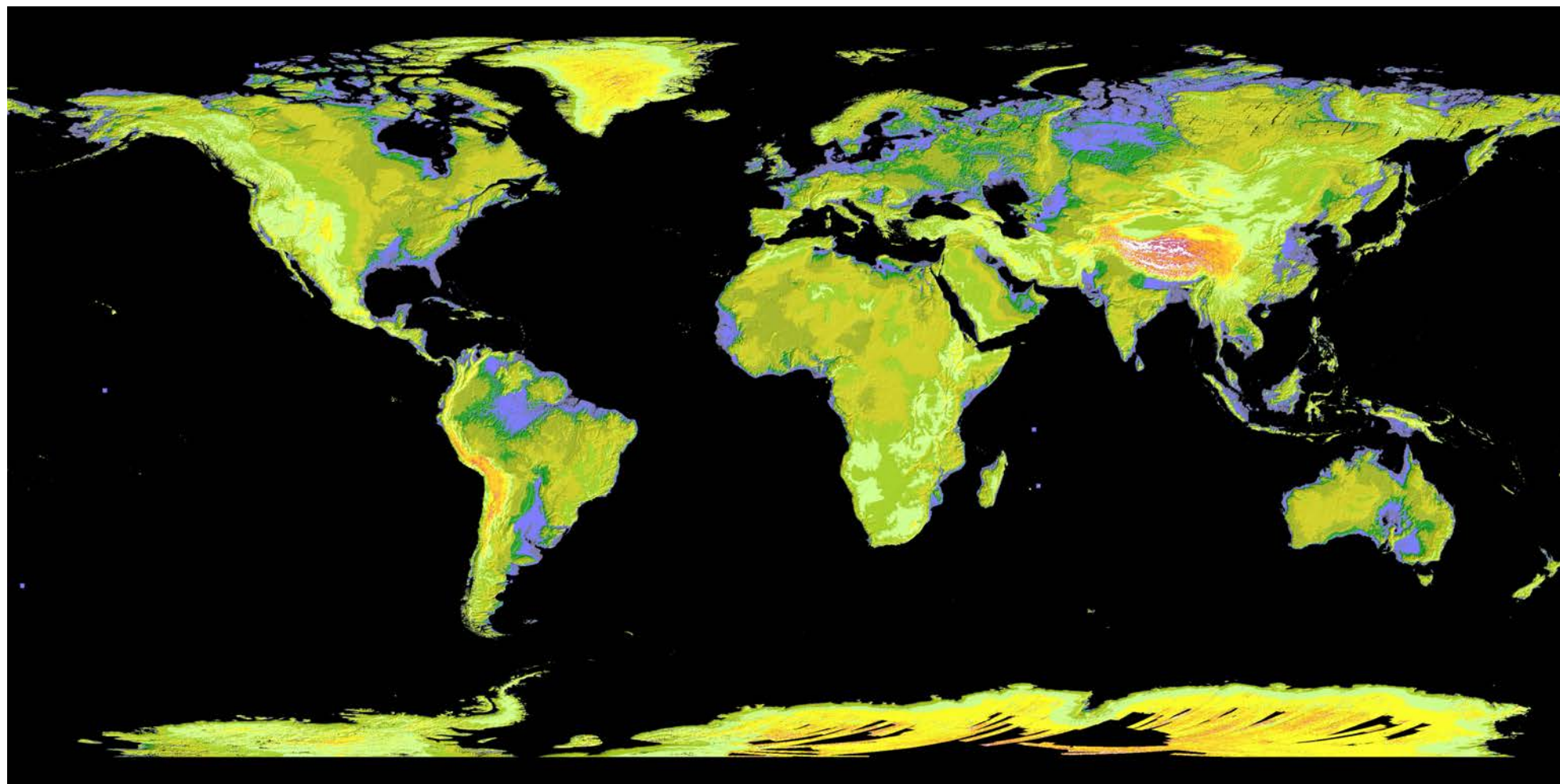


processwork

DEEP DEMOCRACY

OPEN FORUMS

around the world



climate change
nuclear energy
watershed usage
economic crisis & social
turbulence
issues in Europe
(north-west, east-south,
ethnicity, religion)
ethnic-national tensions
immigrants, refugees
post war tensions
terrorist acts
racism & discrimination
sexual orientation &
gender identity

countries

Australia	p.1	Poland	p.14
Croatia	p.1	Slovakia	p.17
Germany	p.5	Slovenia	p.19
Greece	p.6	South Africa	p.20
Japan	p.10	Switzerland	p.21
Kenya	p.10	UK	p.23
Mexico	p.11	USA	p.25
Nepal	p.12		
Norway	p.12		
Palestinian Territories	p.13		

class	(UK)	p. 25
climate change	(USA)	p. 32
common space use	(Switzerland)	p. 21
drug use	(Poland)	p. 14
east-west Germans	(Germany)	p. 5
economic & social crisis	(Greece, UK)	p. 6, 22
ethnic-national tensions	(Croatia, UK)	p. 2, 27
Europe - current & historical issues	(Slovakia, UK)	p. 2 18, 19
gender- sexism, gender equality	(Poland, Switzerland)	p. 16, 21
gentrification - housing	(Switzerland)	p. 21
health & health care	(Nepal, Scotland-UK, USA)	p. 12, 16, 32
immigrants & refugees	(Croatia, Germany, Norway, Poland, Slovenia, Switzerland, UK)	p. 2, 6, 12, 14, 19, 22, 30, 31
independence	(Scotland-UK)	p. 26
community dialogue	(Poland, South Africa)	p. 16, 20, 26, 28, 30
isolation & community building	(UK)	p. 24, 25
middle east	(Palestinian Territories, UK, USA)	p. 13, 25, 33
national identity	(Poland)	p. 15
nuclear energy	(Japan)	p. 10
post-election violence	(Kenya)	p. 10
post-war tensions	(Croatia, Germany)	p. 3, 4, 5, 6
prison tensions	(Australia)	p. 1
race & discrimination	(Slovakia, South Africa)	p. 17, 20
religion - muslims, jews, christians	(Germany, Poland, Switzerland, UK)	p. 5, 14, 22, 30
sexual orientation & gender identity	(Poland, USA)	p. 16, 34
terrorist acts - London bombings, 9/11 attacks	(UK, USA)	p. 27, 34
tribal, community, cultural tensions	(Kenya, Mexico)	p. 10, 11
watershed usage	(USA)	p. 31

issues

open forums

- Deep Democracy Open Forums are facilitated discussion forums for issues that concern everyone to be **publicly discussed**.
- They aim at **forwarding public dialogue** and addressing issues of public concern that create polarisation, such as socio-economic issues, issues of race, religion, immigration, gender, sexual orientation, fear or hatred of other (xenophobia, islamophobia, homophobia, anti-semitism), ethnic and national tensions, discrimination, relations between institutions and communities, etc., and at **building community** by bringing together a **diversity of people and points of view**.
- Open Forums address **the need for relationship** between people who belong to opposing sides of an issue, by **promoting awareness** and understanding of the experience of the other, and in this way reducing animosity.
- In an Open Forum space is created for:
 - **listening, agreeing and disagreeing** with other viewpoints
 - **fostering awareness of the deepest feelings** in such a way, as to create **direct non-violent interactions**.
- The key is **awareness** of the flow of events and communication signals. Noticing subtlest of signals indicating the onset of emotions such as fear, anger, hopelessness, and other altered states, and using them to bring awareness to the feeling experiences in the background, can transform seemingly impossible problems into community building experiences.
- The focus of the facilitator is on awareness – **helping the world know itself** – rather than pushing for change, and noticing what arises from that awareness and the interconnection it creates.
- The facilitation of the Open Forum is based on the idea of **Deep Democracy**, a special feeling of belief in the inherent importance of all parts of ourselves, all viewpoints in the world around us, and all dimensions of our experiences. Deep Democracy **adds the feeling and relationship dimension to democracy**, going beyond power.
- Deep Democracy is the philosophical basis of the Processwork paradigm. **Processwork**, or Process-oriented Psychology, developed by **Dr. Arnold Mindell**, is an evolving, trans-disciplinary approach supporting individuals, relationships, groups and communities.

Open Forum Format

- In the beginning two or three speakers with differing viewpoints to briefly present their view for three to five minutes.
- The floor is then opened to a facilitated public discussion that encourages dialogue and interaction for an hour and a half or two hours.
- Discussion and networking in smaller groups follows for another twenty minutes.
- Closing in the networking groups or coming all together to hear from the small groups and summarise.

Why do Open Forums?

- How can we get along with the people with whom we **differ and disagree?**
- How can we **open a deeper level of discourse** that allows for dissent and community building?
- How can we **engage in dialogue with a diversity of opinions and points of view**, listen, agree, and disagree, relate, become aware of, and understand one another's experience?
- We can only be against what we do not know and have no or little personal experience with.

“ We are most aware of the need to focus on solutions and social system change but sustainable relationships are equally or perhaps more important. To achieve such relationships, some of us need to learn how to facilitate and be elders who know and participate in with the various sides, and various roles, inside of themselves and outside in group process. Such elders can turn conflict into fluid and creative relationships where people understand and work together. ”

- Arnold Mindell

processwork Deep Democracy Open Forums

around the world

Australia

Sydney

Who is the Culprit: Inmates, Guards, and the Public

Maximum Security Prison

Facilitated by Dr Max Schupbach – www.deepdemocracyinstitute.org

Context: Rising tensions within the prison population

Croatia

Building Trust: Path to Community Development in Areas of Special State Concern (2008-2011)

CFOR delivers and facilitates these forums in partnership with Association Mi and the United Nations High Commissioner for Refugees, with support from the European Instrument for Democracy and Human rights and Norwegian, Dutch and Belgian, governments

April 2010

Forum

Facilitated by Arlene and Jean-Claude Audergon - www.cfor.info

Location: [Sljeme, Zagreb](#)

Context: The forum was attended by people concerned about their communities in the 'Areas of state concern', areas that were devastated by the war. 70 participants from NGOs and local authorities from each of the regions affected by war, and each individual had their own war experiences, from different sides of the war. Participants are educators or town mayors, managing social services, or in local business or agriculture, representing minority groups or youth services. An extraordinary forum, with transformative interactions around specific issues facing each region. We worked with ethnic-national and political tensions, issues facing minorities and experiences and contributions of war veterans. What emerged was a sense that it is possible to work together on the impossible, celebrate milestones, successes and new initiatives. In these areas, there is grave concern about youth leaving their communities, which also represents the spiritual and economic depression in the region. The forum ended with a very moving and joyous 'fishbowl' of young people taking leadership in their communities.

June 2009

Four Day Forum

Facilitated by Arlene and Jean-Claude Audergon - www.cfor.info

Location: [Brac](#)

Context: The participants focused on interplay of human rights and rights of return, and issues that block this including the need for processes of accountability from the war. They worked with the link between personal, community and institutional change and responsibility. The impact of this work extends into all community activity within the areas of special state concern and indeed the whole of Croatia in its recovery from the war.

June 2008

Four Day Forum

Facilitated by Arlene and Jean-Claude Audergon - www.cfor.info

Location: [Topusko](#)

Context: Project is a unique and successful concept, combining community forums and economic recovery in areas devastated by the 1991-1995 war. Participants people directly impact hundreds of people in their organisations, projects and community. The forum focuses on processing community tensions, including the relationship between 'political' and national-ethnic polarizations between Croats and Serbs, which block the realization of specific economic projects and community cooperation. The forum was combined with visits and technical support for projects. All of the economic projects were completed successfully, and we heard very moving feedback among participants about how the forums helped them to get through the polarized conflicts and blocks they had faced in their communities.

Project: Building community after the war - dialogue and leadership (April - October 2010)

April 2010, June 2010, October 2010

Leadership/ Forum Series (Three day Forums)

Facilitated by Arlene and Jean-Claude Audergon - www.cfor.info

Coordinated by Udruga Mi and CFOR.

Funded by the UNHCR, and Spanish government through the Millennium Development Fund

Locations: [Solín](#), [Brac](#), [Slijeme](#)

Context: Participants from NGOs and local authorities involved with community development. Topics addressed included political, and ethnic-national polarisations within communities, minorities, human rights, collective trauma, and means /methods of facilitating and communicating within and between organisations, across sectors, political groups, and across ethnic-national polarisations.

Post-War Recovery within Areas of Special State Concern, Croatia (2006 - current)

July 2007

Open Forum on Ethnic-national polarizations and Leadership training for community recovery

Facilitated by Arlene Audergon and Jean-Claude Audergon - www.cfor.info

Project: Post-War Recovery within Areas of Special State Concern, Croatia (2006- current)

Location: [Split](#)

Context: Forum on ethnic-national polarisations and leadership development, enhancing initiative and cooperation among people working in Civil Society, government organisations, and focusing on recovery of communities devastated by war.

November 2006

'Blocks to Community Development and Economic Recovery' (Four-day Forum)

Facilitated by Arlene Audergon, Jean-Claude Audergon, Lane Arye - www.cfor.info, www.processworklane.com

Project: Post-War Recovery within Areas of Special State Concern, Croatia (2006- current)

Partner organisations, CFOR and Udruga Mi and UNHCR

Funded by UNHCR and Dutch government

Context: Forum for participants from the hardest hit communities in Croatia in the war. Topics included ethnic/ national polarisations, community-wide devastation and trauma.

Series of Open Forums focusing on Post-war Recovery (1996 - 2002)

Series of Forums and Regional Meetings

Facilitated by Arlene Audergon and Lane Arye - www.processwork-audergon.com, www.processworklane.com

Locations: [Osijek](#), [Split](#), [Stupicke](#), [Toplice](#), [Trogir](#), [Brac](#), [Topusko](#), [Dubrovnik](#), [Supertar](#), [Nasice](#), [Vukovar](#), [Kosovo](#)

The forums were part of a long-term projects on post-war conflict facilitation developed in association with Udruga Mi, an NGO in Croatia, CFOR, and UNHCR

Context: Series of four day forums and regional meetings, with 40-80 people in each, in various locations in Croatia, focusing on recovery, building sustainable community, and violence prevention by way of processing the polarisations that otherwise reappear and are manipulated in future violence, including people working in local NGOs, government and international organisations, and groups of Serbs, Croats and Muslims dealing with personal and community issues of return, reconciliation and building community.

Germany

Berlin

Muslims, Jews and Christians – Living together in Berlin

Facilitated by Drs Max + Ellen Schupbach – www.deepdemocracyinstitute.org

Organized in collaboration with the Deep Democracy Institute and Heirich Boell Stiftung

Context: Building of a new Mosque in Berlin

East and West Germans – Coming Together

Facilitated by Drs Max + Ellen Schupbach – www.deepdemocracyinstitute.org

Organized in collaboration with the Deep Democracy Institute and Intercultural Institute Berlin

Context: 10th Anniversary of the Fall of the Berlin Wall

Hamburg

Who belongs Where – Immigration in Hamburg

Facilitated by Drs Max + Ellen Schupbach – www.deepdemocracyinstitute.org

Organized by the Deep Democracy Institute

Context: Tensions between immigrants and Germans residing in suburban Hamburg

Learning and Living after the War

Facilitated by Drs Max + Ellen Schupbach – www.deepdemocracyinstitute.org

Organized in collaboration with the Deep Democracy Institute and the Evangelische Akademie Nordrhein Westfalen

Context: Tensions between Serbian and Croatians in refugee camps in Northern Germany

Greece

Athens

March 2014

Do we live in the same neighborhood?

Facilitated by Lena Aslanidou, Lily Vassiliou – www.processwork.gr

Organized in collaboration with the Social Services of the Municipality of Moschato and Tavros

Context: The forum was organized in collaboration with the Social Services of the Municipality of Moschato and Tavros, who were looking for a way to address the depression and sense of isolation created by the sudden extreme changes in people's lives, who found themselves struggling to survive as a result of the austerity measures taken to deal with the country's economic crisis, but

also the rise of aggression and violence appearing in people's relationships with one another, both in private and in public, and with the state services.

December 2013

Do I leave or do I stay?

Facilitated by Lena Aslanidou, Lily Vassiliou – www.processwork.gr

Context: Five years into the imposition of austerity measures, accompanied by excessive taxation, creating huge debts to the state, we were faced with a deepened social and economic crisis, which was turning into a humanitarian crisis for many people. Hundreds of thousands of people had lost their source of income having been fired from their jobs, or lost their small businesses, some people were already living without electricity (an extra tax was imposed through the electricity bill that people could not pay) and some without water, and many were depending for their food supply on social food banks that were beginning to form, or on common meals organized by various voluntary social groups and by the church. In this social and economic environment many people were faced with having to leave the country to find work, while others with having to make a choice to leave the country for a chance to develop their potential and fulfill their dreams, or stay to work for the betterment of the country, trying to create new social and economic structures. These decisions created huge inner struggles, such as feelings of guilt for deserting loved ones and the country, as well as relationship tensions between family members, friends, colleagues, and members of different social groups. We organized the forum to make space for the multiplicity of these experiences and the interaction between them, feeling more and more the need for and the importance of such a space, and of attempting to facilitate the interactions and relationships between opposing interests and energies from a feeling perspective that cares for the whole.

November 2012

Exclusions exist between us and inside us: Who excludes whom?

Facilitated by Lena Aslanidou, Lily Vassiliou – www.processwork.gr

Context: In the period following the previous forum, tensions continued to escalate. Neo-Nazi groups continued to roam the streets of Athens attacking immigrants, and had begun attacking gay people. People living in Athens moved around in the city in a

state of fear and rage. Minor conflicts exploded into angry interchanges on the streets, in the public transportation system, at work environments. People were on edge, and in fear of their own violent reactions in response to their fear and rage. More and more were facing financial difficulties. Panic attacks, anxiety and suicide rate was on the rise. We organized this forum to bring people together to talk about, and interact around our experiences in our daily lives, our feelings and differing positions and viewpoints on the multiple forms of exclusion we experienced and created for others and ourselves.

April 2012

Inequalities? Meeting one another in our antithetical experiences

Facilitated by Lena Aslanidou, Vassiliki Katrivanou, Lily Vassiliou – www.processwork.gr

Context: The continuing implementation of the austerity policies augmented the existing inequalities between people, and created new ones. Some people were still able to continue their lives by cutting back but still having their basic needs covered, while other peoples' survival was being threatened. A sense of depression and hopelessness was present, for some arising from the difficulties to survive, for others from the sense of inability to affect the political process toward a direction they felt would be more just. For some of those whose livelihood was not threatened a sense of guilt was present, as well as fear of losing the safety they still had, while for others, life appeared on the outside to continue as usual. We organized a forum to create a space for people to share their experiences of inequality and feelings about these, whichever side they were on, and interact around them.

July 2011

Economic Crisis and Social turbulence: Building Community

Facilitated by Lena Aslanidou, Lily Vassiliou – www.processwork.gr

Context: As the economic crisis deepened and people experienced the beginning of the dismantlement of the social state (health care, education, welfare) the level of agony of people rose, as well as the reflection on what was occurring, and on the values upon which they had build their lives. Questions came to the foreground such as: Do we determine our lives less and less? Where

do I stand in this situation? Where does my responsibility lie? Where to start? Do we need more voices, more stories? Who am I? Who are the others? How do I create a common space? Meanwhile violence on the streets was escalating from all directions. Extreme right neo-Nazi groups had begun roaming freely in the streets, after their increased percentages in the recent elections, seriously injuring and some times murdering immigrants, or policing neighborhoods. Extreme left groups who believe that social change comes from using violence and fighting the state institutions, clashed with the police in every demonstration that happened, accompanying the general strikes. The police, following orders to dissolve the demonstrations, used increasingly excessive force injuring people. Citizens who had never experienced the force of the police used in this way against them were in a state of shock. Athens felt like a war zone. In this environment of escalating tension we organized a forum to make space for the different feelings, experiences and viewpoints, and the interaction between them, inviting people to come together to talk about what we were experiencing in our daily lives and interact around it, in an attempt to foster awareness of the deeper feelings and create direct non-violent relationship interactions.

December 2010

Economic Crisis and Social turbulence – www.processwork.gr

Facilitated by Lena Aslanidou, Vassiliki Katrivanou, Nancy Papathanasiou, Lily Vassiliou

Context: In May 2010 the first loan agreement between the Greek state and the Troika, relinquishing sovereignty and agreeing to a series of austerity measures was signed, despite the demonstrations against this direction. Strong public reaction continued in the ensuing months. In this environment of social turbulence we organized the forum to create a space to come together and talk about the implications of entering the IMF on our lives, interact around the different experiences, feelings and viewpoints we had.

Japan

Yokohama

May 2013

Open Forum on Nuclear Issues

Organized by the UN University

Facilitated by: Arnold and Amy Mindell – www.aamindell.net

Context: This forum addressed government interests in nuclear energy and making money, protestors issues with danger, and citizen issues about pain and fear of radiation from nuclear disaster areas. A&A Mindell: *“At the United Nations University in Yokohama (thanks to Dr.Darryl Macer, Dr. Akiko Ishihara, Prof Takao Takahashi) we brought worldwork to problems around nuclear energy. Participants from the Institute of Advanced Studies focused on mainstream Government and Protestor views, then the people from the Fukushima area where the great Tsunami occurred, unified everyone by making us aware of the missing unexpressed, deepest feelings. Awesome. We learned again, THE PEOPLE ARE THE LEADERS. Thanks UN University and all participants.”*

Kenya

Nairobi

US and THEM – or US and YOU – Tribal relationships in Kenya

Facilitated by Drs Max + Ellen Schupbach – www.deepdemocracyinstitute.org

Organized in collaboration with the Deep Democracy Institute International and the Deep Democracy Institute East Africa

Context: Post Election Violence in Kenya

Mexico

San Cristobal de las Casas

August 2007

Dialogues of Wisdom: Towards reconciliation and meeting of cultures

Facilitated by: Emetchi, Vassiliki Katrivanou, Stephen Schuitevoerder – www.processconsulting.org
emetchi@mindspring.com, vassilikikat@gmail.com

Context: The Open Forum was part of an event, which included an intercultural exchange through a visit to the indigenous community of “Las Abejas”, whose eldership and wisdom played an important role in reconciliation and community building during the armed conflict in Chiapas (in the 1990’s) after they experienced a massacre in their land. *“The visit was a strong experience, which helped create an atmosphere of respect, love and hope.”* The Open Forum brought together people from different communities to discover and be aware of how our cultural attitudes and communication styles influence community life, and how they deal with difficult issues like gender awareness, social and political differences, violence dynamics in relationships in order to understand better the inner and outer mixture of cultures and find out ways of connecting more deeply and create a sense of community. In the afternoons, people shared their different projects, involving social, political, educational, ecological, psychological or health issues.

Nepal

Kogate village

May 2014

High Blood Pressure – the Stranger in our Village

Facilitated by Lynn Lobo – www.acupuncturereliefproject.org

Context: In the context of the Acupuncture Relief Project in a remote village in Nepal that receives very little healthcare, and in response to the village' s request for information on high blood pressure, which is common in the village. The facilitator worked with acupuncture students from the village, who are also translators for western practitioners, to find out the reasons for pressure in this community. Reasons like poverty, women denied an education, marriage between different castes and the financial/ social implications of marriage in the changing face of Nepal emerged. Together with a team of local people from the NGO she produced a play that reflected the community back to themselves and showed how a doctor, acupuncturist and witch doctor can work together. It inspired dialogue and gave villagers options. Street drama is commonly used for education in Nepal. Link to the play: www.youtube.com/watch?v=kVDTASqWSic

Norway

Oslo

November 2005

Social Inclusion in Action (Four day forums)

Facilitated by Arlene Audergon, Jean-Claude Audergon – www.cfor.info

Program Europe Matters – You Matter

Project coordinated by Partners/ NGOs in Slovakia, Lithuania, Poland, Slovenia, Norway and the UK

Funding: EU, Grundtvig

Locations: Oslo, Norway; Katowice, Poland; London, UK; outside Ljubljana, Slovenia

Context: Many participants, even coming to a project such as this, see their country as belonging to the dominant ethnic-national group and believe that immigrants and minorities must adapt. Problems are seen as belonging with the minority group, rather than in relation to systemic issues of society, including discrimination and human rights violations. The forums explored issues of identity, differentiating the viewpoint that a nation belongs to the dominant ethnic-national group (Poland is for Poles, England is for the English), from the identity of being part of a multicultural society. By way of intensive dialogue, there was a great shift in understanding in each person's understanding, identity, and sense of belonging, in respect to their own ethnic-national identity, the country where one resides, Europe, and the wider world. Key issues that arose in the Forums included: racism; religious diversity; social inclusion of disabled people including exchange of best practice and technology; issues facing Roma, gender dynamics; sexual orientation; young adults; and human rights among asylum seekers and migrants. Forums include training in rank dynamics and conflict resolution. The Forums resulted in ongoing actions and trainings in the individual countries, and in new collaborations and projects among participants. *Report Social Inclusion in Action*

Palestinian Territories

Ramallah

Security and Relationships

Facilitated by Drs Max + Ellen Schupbach – www.deepdemocracyinstitute.org

Organized in collaboration with the Deep Democracy Institute and Al Quds University

Poland

Bolesławiec

26 June 2012

The empty place on Main Square; to rebuild the tenement house or not?

Facilitated by Grzegorz Zieliński - www.processwork.pl

Organized in collaboration with the local Cultural Centre and the Bolesławiec City Council

Context: The theme of the forum was the conflict surrounding a proposal to rebuild an old tenement house in the Main Square, but which would hide the Christian sanctuary that backs onto the square. The conflict had many aspects - religious, political, and the relationship between the citizens of the city and the government.

Katowice

April 2006

Social Inclusion in Action (Four day forums)

Facilitated by Arlene Audergon, Jean-Claude Audergon – www.cfor.info

Program Europe Matters – You Matter

Project coordinated by Partners/ NGOs in Slovakia, Lithuania, Poland, Slovenia, Norway and the UK

Funding: EU, Grundtvig

Locations: [Oslo, Norway](#); [Katowice, Poland](#); [London, UK](#); [outside Ljubljana, Slovenia](#)

Context: Many participants, even coming to a project such as this, see their country as belonging to the dominant ethnic-national group and believe that immigrants and minorities must adapt. Problems are seen as belonging with the minority group, rather than in relation to systemic issues of society, including discrimination and human rights violations. The forums explored issues of identity, differentiating the viewpoint that a nation belongs to the dominant ethnic- national group (Poland is for Poles, England is

for the English), from the identity of being part of a multicultural society. By way of intensive dialogue, there was a great shift in understanding in each person's understanding, identity, and sense of belonging, in respect to their own ethnic-national identity, the country where one resides, Europe, and the wider world. Key issues that arose in the Forums included: racism; religious diversity; social inclusion of disabled people including exchange of best practice and technology; issues facing Roma, gender dynamics; sexual orientation; young adults; and human rights among asylum seekers and migrants. Forums include training in rank dynamics and conflict resolution. The Forums resulted in ongoing actions and trainings in the individual countries, and in new collaborations and projects among participants. *Report Social Inclusion in Action*

Sieradz

September 2012

Usage of drugs among teenagers

Facilitated by Anna Gabryjelska, Ewa Reimschuessel and Basiuk Grzegorz Zielinski - www.processwork.pl/openforum, www.pozacentrum.pl, www.popsfera.pl

Context: In the Open Forum various parties took part: teenagers, politicians, municipal police, teachers, therapists. Adults were very engaged and caring about teenager's future and upbringing but were not very personal. Teenagers asked penetrating questions about dangers connected to drug usage, where very personal and pointed that they do not get help from adults in areas where they really need it (eg. when their parents abuse alcohol). They wanted personal answers not only information and instructing. The missing voice was a personal voice of a parent/teacher about how difficult it is to bring up a child.

Warsaw

29 July 2011

Poles between pride and servitude

Facilitated by: Ewa Reimschuessel, Grzegorz Zieliński - www.processwork.pl

Context: Open Forum dedicated to exploring what it means for Poles to be in the 'modern world'. Those invited to participate in the forum included historians, literary critics, and representatives of organizations and institutions engaged in Polish affairs.

October 2007

Possibilities and limitations of psychotherapy

Facilitated by Joanna Dulinska, Michal Duda - www.processwork.pl/openforum, www.pozacentrum.pl

Context: In the Open Forum representatives of different schools of psychotherapy, psychiatrists, and sociologists considered the use of psychotherapy: In what cases is it effective and recommended? When does it not work or may be even harmful? What is the rank and responsibilities of psychotherapists? Interlocutors also discussed stereotypes and prejudices about psychotherapy.

October 2006

The legal consequences of sexual orientation. Gays and Lesbians - outlaws?

Facilitated by Joanna Dulinska, Michal Duda - www.processwork.pl/openforum, www.pozacentrum.pl

Context: In the forum the legal consequences of sexual orientation were discussed. Representatives of different NGOs, political parties and churches took part, both liberal and conservative. Different points of view and experiences about how and whether current laws in Poland discriminate or are in favor of people of different sexual orientation.

Wroclaw

November 2012

The policy of equality in preschool education. Fact or fiction.

Facilitated by Anna Gabryjelska and Basiuk Grzegorz Zielinski - www.processwork.pl/openforum, www.pozacentrum.pl, www.diversityinaction.eu

Context: The Open Forum was about gender equality policy in preschool education. The voices were around: who is interested in it, who should be responsible for it, who is actually doing it? Is it only an idea or a factual activity? How important are different parties' attitude: state institutions, NGOs, teachers and teacher education, family, society.

Slovakia

Banska Bystrica

September 2004

Minority and majority dialogue in Slovakia, focusing on issues facing Roma communities in Slovakia (Four day Forums)

Facilitated by: Arlene Audergon, Jean-Claude Audergon – www.cfor.info

Coordinated by: ANNWIN, an NGO in Slovakia, together with CFOR and the European Multicultural Foundation

Programme: Europe Matters – You Matter

Funding: British Embassy

Context: Slovak society was in its earliest days beginning to differentiate the ethnic- national identity of Slovaks, from Slovakia as a multi-ethnic country. We worked particularly with strongly polarised views regarding Roma in Slovakia. On one hand, trying to raise the issues of human rights violations and the dire conditions in Roma communities. On the other hand, those who believe there are no issues of discrimination in Slovakia, or that Roma bring the issues upon themselves. Other issues in the forum concerned the Hungarian minority in Slovakia, issues surrounding religion, age, gender and sexual orientation.

Sturovo

April 2009

Europe Matters (Six day Forum)

Facilitated by Arlene Audergon, Jean-Claude Audergon (CFOR) – www.cfor.info, Michal Duda (IPP) – www.pozacentrum.pl

Assisted by Anup Karia, Stanya Studentova and Iona Fredenburgh

Coordinated by CFOR, with partners ANNWIN (Slovakia), IPP (Poland), Udruga Mi (Croatia)

Funded by the European Union, EACEA Europe for Citizens grant

Context: We were 53 people from 20 countries and more cultures. ‘The ‘Europe Matters’ forum facilitates an unusual depth of dialogue, and conflict facilitation, promoting the possibility of processing our history, learning about our diversity, and meeting as European citizens, engaged in the future of Europe. We worked with our diversity in the room, interacting and acknowledging our history that still structures our present interactions, including colonialism, genocide and tyranny. We worked in a personal and relational way directly with issues of asylum and refuge, mobility in Europe, the legacy of communism, Islamophobia, history and future of relationships among Balkan countries and more.

September 2007

Europe Matters – Europe Works (Six day Forum)

Facilitated by Arlene Audergon, Jean-Claude Audergon – www.cfor.info

Coordinated and facilitated by ANNWIN, in cooperation with CFOR

Financial support: EU Grundtvig

Context: The inspiration behind ‘Europe Matters Europe Works’ is the profound need for a deeper dialogue among diverse groups regarding the pressing needs of our communities, and the potential to transform our violent history through dialogue, to create thriving multicultural societies. A key focus was on getting to understand underlying issues of identity within Europe, the impact of our history, polarisations, politics and our future. There were participants from 12 countries and more cultures.

Slovenia

Ljubljana

May 2007

Social Inclusion in Action (Four day forums)

Facilitated by Arlene Audergon, Jean-Claude Audergon – www.cfor.info

Program Europe Matters – You Matter

Project coordinated by Partners/ NGOs in Slovakia, Lithuania, Poland, Slovenia, Norway and the UK

Funding: EU, Grundtvig

Locations [Oslo, Norway](#); [Katowice, Poland](#); [London, UK](#); [outside Ljubljana, Slovenia](#)

Context: Many participants, even coming to a project such as this, see their country as belonging to the dominant ethnic-national group and believe that immigrants and minorities must adapt. Problems are seen as belonging with the minority group, rather than in relation to systemic issues of society, including discrimination and human rights violations. The forums explored issues of identity, differentiating the viewpoint that a nation belongs to the dominant ethnic-national group (Poland is for Poles, England is for the English), from the identity of being part of a multicultural society. By way of intensive dialogue, there was a great shift in understanding in each person's understanding, identity, and sense of belonging, in respect to their own ethnic-national identity, the country where one resides, Europe, and the wider world. Key issues that arose in the Forums included: racism; religious diversity; social inclusion of disabled people including exchange of best practice and technology; issues facing Roma, gender dynamics; sexual orientation; young adults; and human rights among asylum seekers and migrants. Forums include training in rank dynamics and conflict resolution. The Forums resulted in ongoing actions and trainings in the individual countries, and in new collaborations and projects among participants. *Report Social Inclusion in Action*

South Africa

Cape Town

April 2012

Black Rights White Fears: Is University of Cape Town Racist?

April 2011

Black Rights White Fears: who is disadvantaged in the new South Africa

April 2010

Black Rights White Fears

Facilitated by: Zed Xaba, Rebecca Freeth, Gavin Shaskolsky, supervised by Stephen Schuitevoerder
zedtshabalala@ndizale.co.za, www.processconsulting.org

Sponsored by: Organized by Conscious Conversations at the University of Cape Town
University of Cape Town, South Africa

Context: The series of forums brought together students, faculty, administration and leadership of the University of Cape Town to address with a facilitated dialogue the experiences of students at the University of Cape Town regarding what the black experience and white experience is like, relationships between the two groups of students, what fears white students have in the new South Africa, what being disadvantaged looks like currently in South Africa, and whether the University is structurally racist.

Johannesburg

September 2012

What stops Black people from supporting one another

Organized in Johannesburg as a community dialogue for the black community

Facilitated by Zed Xaba, Yasmeen Rubidge, Fatima Mbatha, Jabu Mashinini, and Veronica King
zedtshabalala@ndizale.co.za, yasmeen@leadership-pathways.co.za

Context: The forum was created to address issues that black people are faced with, including issues of internalized oppression, differences between black African and black Coloured experiences. What blacks need to do to support each other without looking up to white people, racism between African and coloured people that still exists.

Switzerland

Zurich

April 2012

Housing and Living Together in Zurich

Facilitated by Drs Amy & Arnold Mindell, Dr Max Schüpbach – www.aamindell.net, www.deepdemocracyinstitute.org)

House of the People, Zurich

Organized by the Process Work Institute of Zurich in the context of the 2012 IAPOP (International Association of Process Oriented Psychology) Conference: «Global Burn-Out: Conflicts, crises and processes of change» - <http://www.institut-prozessarbeit.ch/globalburnout>

Context: The open forum brought together people from the City of Zurich representing different interests and people living in

the surrounding suburbs to address the issues of the serious housing shortage, the scarce affordable apartments of rise in housing costs in Zurich, the fear of evictions, and the process of gentrification underway. Journalist report on the forum: www.institut-prozessarbeit.ch/index.php?page=374

September 2011

Are quotas for women in Business sexist?

Facilitated by: Caspar Fröhlich and Corinna Bünger - www.deepdemocracy.ch, www.entwicklungsspielraum.ch

Context: The forum facilitated a discussion on the opinions & roles in the field around the topic.

June 2011

Gender Roles in a multicultural Society

Facilitated by: Caspar Fröhlich and Corinna Bünger - www.deepdemocracy.ch, www.entwicklungsspielraum.ch

Context: The forum facilitated a discussion on the opinions & roles in the field around the topic.

February 2011

Role Model for the male-females Relationships

Facilitated by: Caspar Fröhlich and Corinna Bünger - www.deepdemocracy.ch, www.entwicklungsspielraum.ch

Context: The forum facilitated a discussion on the opinions & roles in the field around the topic.

February 2010

Ballot 'Banning Muslim Minarets'

Facilitated by: Caspar Fröhlich and Corinna Bünger - (www.deepdemocracy.ch, www.entwicklungsspielraum.ch)

Context: The forum facilitated a discussion on the opinions & roles in the field around the topic of the ballot

February 2009

German Immigration in Switzerland

Facilitated by: Caspar Fröhlich and Corinna Bünger - (www.deepdemocracy.ch, www.entwicklungsspielraum.ch)

Context: The forum facilitated a discussion on the opinions & roles in the field around the topic of the ballot

July 2003

Punks, Police and Businesspeople in Zurich

Facilitated by Max Schupbach and Lukas Hohler - (www.maxfxx.net, www.change facilitation.ch)

Organized as a Public Private Partnership between the City of Zurich, Department of Social Services, and local businesses

Context: The forum brought together “punks,” business people, police, residents, addicts and city administration to address the escalation in the downtown Zurich business district between punks and police, around the use of public space.

UK

Brighton

2010 – 2013

Series of 3 Forums: **Scarcity and Abundance in Community**

Facilitators: Sarah Yvonne Havva Mustafa, Olufemi Huges - femi.soulforce@gmail.com

Organized by Community Dialogue for Change

Context: Forums focused on issues around austerity cuts to public services, jobs, disability and other benefits and the impact on people, isolation, marginalization, competition, and the power we have as individuals and as community.

December 2008

From Isolation to Community

Facilitated by: Anup Stanya and Olufemi Huges, Havva Mustafa, and Yvonne Rivers - www.astafacilitation.net,
femi.soulforce@gmail.com

Organized by Community Dialogue for Change

Context: The forums focused on issues of rank, both in wider sense in world politics, and close to home. Some concerns focused on racial dominance historically and in the present 'in colonial attitudes' or unconscious superiority. This was linked to experiences and memories of violence around gender, transgender, sexual orientation, racism, mental health and more. What also emerged was a process of leadership and eldership that is interested in the whole community, all voices rather than one side winning over the other.

December 2008

From Isolation to Community

Organised by Community Dialogue for Change (CDC)

Facilitated by: Arlene and Jean-Claude Audergon, Olufemi Hughes, Stanya Studentova – www.cfor.info,
femi.soulforce@gmail.com, www.astafacilitation.net

Context: This forum was a facilitated dialogue about isolation within community including the topics of exclusion and violence. Themes reflected a great diversity of participants, and the intensity and painfulness of this topic – issues of violence and isolation related to gender, transgender issues, sexual orientation, racism, and community mental health, and how to reduce violence in society.

February 2007

The Middle East in Us: Deepening the Dialogue

Facilitated by: Arlene Audergon, Jean-Claude Audergon, Olufemi Hughes – www.cfor.info, femi.soulforce@gmail.com,

Context: Conversations between diversity of Jews, Arabs, Christians Moslem and interested parties. This forum focused on how the conflicts in the middle east impact us as diverse communities in the UK and Europe, and how we impact upon these conflicts. Issues of Islamophobia, anti-Semitism, and crossing the bridge between the various communities.

November 2006

The Middle East in Us: Deepening the Dialogue

Facilitated by: Arlene Audergon, Jean-Claude Audergon, Olufemi Hughes – www.cfor.info, femi.soulforce@gmail.com,

Context: Conversations between diversity of Jews, Arabs, Christians Moslem and interested parties. This forum focused on how the conflicts in the middle east impact us as diverse communities in the UK and Europe, and how we impact upon these conflicts. Issues of Islamophobia, anti-Semitism, and crossing the bridge between the various communities.

Bristol

September 2009

Diversity and Deep Democracy

Facilitated by Anup Karia, Olufemi Hughes, Stanya Studentova - www.astafacilitation.net, www.avpbritain.org.uk

Open forum for the national gathering of Alternative to Violence Project (AVP)

Context: The main theme was to explore diversity issues in the group and prejudice around difference, with the view to create a plan to tackle the issues of making the organization more accessible to the people from minority groups. Forum addressed diversity issues and prejudice around difference and the issues of own insulation in relation to each other and to the present in the group.

Coventry

2009

Forum among the Burundian community

Coordinated by Dieudonne Manirakiza

Facilitated by Arlene and Jean-Claude Audergon (CFOR) and Olufemi Hughes

Context: Forum revolved around issues facing the diaspora Burundian community in the UK and Europe, concerning experiences in the war, relationships among the community, issues of trauma and accountability, and concerns about return to Burundi.

Edinburgh, Scotland

March 2013 – March 2015

Everyone Together

Across Scotland

Facilitated by: Andy Smith, Pat Black

Organized by Everyone Together - www.everyone-together.org & Diversity Matters - www.diversity-matters.co.uk

Funded by the Scottish Government

Context: A series of two-day events on understanding and using the changing legislation in Scotland around social care for people with disabilities, older people, children and families, people who use addiction services. The events include Open Forum discussions addressing issues to do with stigma, marginalisation, rank and privilege, the experiences of those in the role of helper/helped, feelings of shame, guilt, fear, control and all of the issues associated with marginalisation. *“The Open Forums are helping to change the culture in communities and social services around disability and it is very exciting and inspiring to see how everyone engages together and learns from one another’s experiences.”*

November 2013, February 2014, April 2014

Future of Scotland

Facilitated by: Pat Black, Andy Smith, Kiro Zabinska-MacIntyre
andyprocess@gmail.com, pat.black.k@googlemail.com, kiro.processwork@googlemail.com

Context: The series of Open Forums were created as an opportunity to move beyond the yes/no voting polarisation of the referendum on the independence of Scotland, coming up on 18 September, 2014, and go more deeply into the issues around peoples' fears, dreams and vision for Scotland. *"In each forum, thus far, people have moved beyond the Yes/No polarisation to a feeling that it is not the vote that matters, as much as the opportunity for deeper conversation and engagement in a vision for the future."*

July 2007

Film and conflict

Facilitated by: Arlene and Jean-Claude Audergon (CFOR) - www.cfor.info
Coordinated by Edinburgh University

Context: Facilitated forum among film-makers on the role of film makers in building awareness of the dynamics underlying polarisations between ethnic-national groups, and conflict prevention

Leeds

November 2005

Deepening the Dialogue on Current Community Issues (after the 7/7 London Bombings)

Facilitated by Jan Dworkin, Lily Vassiliou, Olufemi Huges, Anup Karia – www.jandworkin.com, www.processwork.gr,
www.astafacilitation.net, femi.soulforce@gmail.com

The Hamara Centre, Beeston, Leeds

Context: The forum focused on the collision of beliefs and attitudes , which came into focus with the London Bombings, and the experiences of the people living in Leeds as it came under the scrutiny of national and international media.

London

July 2013

Class is Dead

Facilitated by Stanya Studentova, Anne Bennett - www.globalnet21.org

Context: This public forum was first in the series that focused on the general theme of belonging and identity, psychology and politics in the 21st century. The focus of this forum was on the issues of class and complexity of the relation of class and identity in the multicultural society, and the tensions between community based identity vs individual based identity. The inherent underlying issues addressed in this forum were the issue of personal responsibility and awareness of each other.

May 2012

Dialogue at the Psychotherapists and Counsellors for Social Responsibility (PCSR) conference

Facilitated by Gillian Proctor; Dick Blackwell, Stanya Studentova - <http://pcsr-uk.ning.com/page/about-us>

Context: The main purpose of this forum was to facilitate dialog about the differences among the different modalities and approaches in psychotherapy represented within the organization. The questions of identity of the organization and the differences and rank dynamics directly at the conference participants were processed. This forum was unique in the sense that the facilitating team was deliberately created of three facilitators representing different modalities (psychodynamic, person centred ad processwork) which had added dimension in relation to the processing and engaging with the differences of style, language and frameworks of thought.

May 2012

Europe Matters - You Matter

Supported by European Union, Grundtvig Grant

Facilitated by Arlene Audergon, Jean-Claude Audergon – www.cfor.info

Context: This Forum was limited by EU requirements, due to the nature of the grant, to only 30 participants. We selected participants from 5 countries in Europe (450 expressed interest in coming!), and came together for a five day forum and training workshop in London, to support facilitated dialogue on issues of diversity and identity, including issues of human rights, community development and relationships between cultures and countries. We had interactions around dynamics of discrimination, racism, discrimination towards Roma in Europe, rights in respect to sexual orientation, issues facing post-Soviet societies, and our relationships between east-west, north and south in Europe, and attitudes towards Muslims in Europe. We had dynamic facilitated large group interactions, as well as small groups, including fishbowl style (facilitated small group in the middle) and panel discussions.

May 2010

'Seeds': Creating our Future

Facilitated by Arlene and Jean-Claude Audergon – www.cfor.info

Coordinated by CFOR

Supported by the EU Grundtvig

Context: 40 people from 20 countries (200 people applied to attend, grant regulations limited participation), diverse group in respect to ethnicity, country of origin and residence, religion, gender, sexual orientation, health and disability, age, health, and more. Forum/ workshop focused on dreams and responsibility for community, as well as intensive facilitated dialogue on issues we face in Europe, including race, ethnicity and religion, tensions between West, East, North and South European countries, EU and non-EU countries. We also had subgroup interactions, for example a group from the Balkans (southeast Europe) met in the centre, exploring identity based on common history (including traumatic conflict), shared culture and hopes for the future.

2009

Forum conflict facilitation for a college in London

Facilitated by Olufemi Huges, Anup Karia, Stanya Studentova - www.astafacilitation.net, femi.soulforce@gmail.com,

Context: Conflict between Israeli's and Arab Students deep feelings, hopes, clarifying understanding.

June 2007

Islam and the West

Facilitated by: Arlene and Jean-Claude Audergon – www.cfor.info

Ethelburga's Reconciliation and Peace Centre

Context: Forum on intercultural and interfaith issues and attitudes facing Muslims in London and throughout Europe' An extremely lively and dialogue about attitudes facing Muslims in London, with young people and elders, held in "The Tent", a beautiful 16-sided structure.

October 2006

Social Inclusion in Action (Four day forums)

Facilitated by Arlene Audergon, Jean-Claude Audergon – www.cfor.info

Program Europe Matters – You Matter

Project coordinated by Partners/ NGOs in Slovakia, Lithuania, Poland, Slovenia, Norway and the UK

Funding: EU, Grundtvig

Locations: [Oslo, Norway](#); [Katowice, Poland](#); [London, UK](#); [outside Ljubljana, Slovenia](#)

Context: Many participants, even coming to a project such as this, see their country as belonging to the dominant ethnic-national group and believe that immigrants and minorities must adapt. Problems are seen as belonging with the minority group, rather than in relation to systemic issues of society, including discrimination and human rights violations. The forums explored issues of identity, differentiating the viewpoint that a nation belongs to the dominant ethnic- national group (Poland is for Poles, England is

for the English), from the identity of being part of a multicultural society. By way of intensive dialogue, there was a great shift in understanding in each person's understanding, identity, and sense of belonging, in respect to their own ethnic-national identity, the country where one resides, Europe, and the wider world. Key issues that arose in the Forums included: racism; religious diversity; social inclusion of disabled people including exchange of best practice and technology; issues facing Roma, gender dynamics; sexual orientation; young adults; and human rights among asylum seekers and migrants. Forums include training in rank dynamics and conflict resolution. The Forums resulted in ongoing actions and trainings in the individual countries, and in new collaborations and projects among participants. *Report Social Inclusion in Action*

June 2006

Home and Refuge – On Asylum and Refuge issues in East London

Facilitated by: Arlene and Jean-Claude Audergon, Olufemi Hughes, Anup Karia – www.cfor.info

Context: This evening forum was for the purpose of facilitating a deeper dialogue about issues facing refugees and asylum seekers, and those working in the field - of asylum and migration. Held in East London, coordinated by the Community Health Center, National Health Service, Waltham Forest PCT.

USA

Margaretville, New York

June 2014

Speaking of Water: Catskill Communities and Our Relationship with Water (Three forums for different stakeholder)

Facilitated by Emetchi, Dawn Menken, Gary Reiss

Organized by The Blue Deer Center

Speaking of Water: An Open Community Forum (June 5, 2014)

An Open Forum open to all in the community to be heard

Speaking of Water: Catskill-Delaware Watershed Leader Summit (June 6, 2014)

A deeper exploration among leaders and activists involved in water issues

Speaking of Water: Small Group Dialogue, Saturday (June 7, 2014)

Forum open to participants from both events on the two previous days focusing on specific areas of interest and continuing to answer the question "Where do we go from here?"

Context: This series of forums was organized to proactively explore with all stakeholders the issues that have come to the foreground in connection to the NYC Watershed, given the recent water crisis due to the flooding from Hurricane Irene, the pressure for greater levels of natural gas extraction, the impact on wildlife of increased water turbidity, economic impacts and the ongoing need of NYC to maintain clean unfiltered water in a time of increasing environmental stress.

Portland

February 2014

Open forum on Diversity and Aging

Facilitated by Drs Max + Ellen Schupbach (www.deepdemocracyinstitute.org)

Organized by Providence Health Care - www2.providence.org, the Process Work Institute of Portland – www.processwork.org, the Deep Democracy Institute International - www.deepdemocracyinstitute.org

Context: The forum addressed the issues surrounding the need for improving access and quality in long-term care for gay older adults, including some of the healthcare providers sense of discomfort of caring for gay people due to their previous lack of contact with other gay people, the sense of insecurity brought about by the loss of independence when one is old and cannot care for himself or herself, homophobia, the need for more openness to the experiences of everyone involved in the issue and more direct interaction.

June 2012

Open Forum on Climate Change: Is facing Climate Change as urgent as some suggest - And what if anything needs to be done about it?

Facilitated by Drs. Arnold and Amy Mindell – www.aamindell.net

Organized by Deep Democracy Institute International - www.deepdemocracyinstitute.org

Oregon Convention Center, Portland

Context: The forum aimed at addressing the polarization of the public discussion about climate change, and society's response to it, by addressing the lack of communication among dissenting parties, bringing together people with divergent views on climate change, including some who are enthusiastic about the need to respond to climate change and some who doubt the need for response to climate change. “Climate change remains a political lightning rod that's left those who believe and those who deny it exists locked in a stalemate that makes action by the broader community impossible. Are more facts needed or is there a need for examining the process by which we address and act upon such critical issues? How do we move forward where power is distributed unequally among those involved?”

Radio interview with the organizers Drs Max & Ellen Schupbach on the upcoming forum on KBOO Portland community radio:

<http://kboo.fm/node/36218>

October 2006

Deepening the Dialogue on the Middle East

Facilitated by Ibrahim Hamide, Gary Reiss, Lily Vassiliou

Organized by: the Process Work Institute of Portland – www.processwork.org, the Middel East Peace Group -

www.mideastpeace.net

Northwest Neighborhood Cultural Center, Portland

Context: The forum addressed issues around the conflict in the Middle East, bringing together people who are touched personally by them having family living there, loved ones serving in the military or fighting to survive under extremely difficult conditions, or having strong religious and historical ties to the area as Muslims, Jews and Christians, and people for whom the Middle East seems like a distant and unknown place, and the conflicts happening there like events that do not touch them personally yet have an effect on their lives through the political, economical and social implications of the conflicts.

October 2002

The Future of Democracy, Politics and You

Facilitated by: Herb Long, Ada Rivera

Organized by the Process Work Institute of Portland – www.processworkinstitute.org

Context: The forum aimed at bringing together people with different political opinions, to address Democracy in the United States, as it was changing post 9/11, in the political climate of the time which raised issues of security, civil rights, war and foreign involvement, and corporate responsibility, and for people to explore together their ideals and visions for the future of democracy.

2000

Open Forum on Oregon's Ballot Measure 9

Facilitated by Arnold and Amy Mindell

Organized by the Process Work Institute of Portland – www.processworkinstitute.org

Context: The second forum on the issue of this Ballot Measure that the Oregon Citizen Alliance (OCA) brought back for another vote, after its first attempt to pass the measure failed in 1992 (see description of 1992 Open Forum on Oregon's Ballot Measure 9)

1992

Open Forum on Oregon's Ballot Measure 9

Facilitated by Arnold and Amy Mindell

Organized by the Process Work Institute of Portland – www.processworkinstitute.org

Context: The forum brought together people with differing opinions on the ballot measure (members of the Oregon Citizen Alliance (OCA), a conservative group active in Oregon politics, and members of the Lesbian Gay Bisexual Transgender (LGBT) community) to go deeper into the issues underlying the proposed ballot measure for an amendment to the Oregon constitution, which would inhibit all levels of government to use public funding to support homosexuality and require the use all levels of government to set a standard for Oregon's youth, which recognizes that these behaviors are abnormal, wrong, unnatural and perverse and they are to be discouraged and avoided.