Conflict Accountability

Reframing Conflict Resolution
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A little about the workshop

Getting along with one another and valuing differences are important skills when joining the American version of cohousing. In this interactive workshop:

- Participants will be led through a personal journey about how their pasts inform the present and how to move into the future.
- Participants will learn skills and ideas, including the importance of a “higher purpose” to assist their communities function more efficiently by getting to know their neighbors by knowing themselves better.
A little about the facilitator

About the Presenter, Alan O’Hashi (Silver Sage Village Senior Cohousing)

I provide tailor-made cultural competency training and facilitation – short term, half day / full day. My work includes training for a variety of groups, including youth services, victim services and three housing organizations in Denver. I’m a graduate of the Visiones Advanced Leadership Training which develops transformational leadership skills and consensus building. I represent the Rocky Mountain Region on the Cohousing USA Board of Directors; previously was a member of the city of Boulder Planning Board, formerly the Executive Director of Habitat for Humanity St Vrain Valley – Longmont, Colorado.

These days, though, I make movies. The most recent is “Aging Gratefully: The Power of Community” about cohousing. “Mahjong and the West” about dating violence now has Amazon and Vimeo video on demand distribution. I’m currently working on documentaries about the “Art of the Hunt”, “New Deal Art in Post Offices” and “Plein Air painting on the Grand Teton”. I also provide video production services for businesses and non-profits wanting to tell their stories better.
Norms and Expectations

- Be respectful – speak one at a time
- Be good listeners
- Use ‘I’ statements
- There are no ‘mistakes’
- Challenge by choice
- What happens in Vegas, stays in Vegas
Who’s in the house today?

- **Please introduce yourselves:**
  - Do you now live in cohousing or thinking about it, or a reformed cohouser ...
  - Give your grandmother’s birth (née) name
What is culture and why do they exist?

- Cultures are many and generally defined as practices and values that are common for a certain group of people possibly around a higher purpose. For cohousing, culture may include:
  - Familial and non familial networks
  - Association patterns: formal, informal relationships, friends, allies, neighbors, cliques
  - Roles around gender and age: respect of elders
  - Food traditions: common foods, meals,
  - Life transitions: birth, death
  - Spirituality: individual vs collective
  - Core values: independence, interdependence, individuality, boundaries, consequences. accountability
  - Diverse Personalities: control freaks, slackers, over achievers, introverts, extroverts, liars
What is cultural competence?

- In the context of cohousing, cultural competence is a developmental process that evolves over an extended period. At any given moment, depending on past histories and experiences individuals and cohousing communities are at various levels of cultural awareness, knowledge and competency skills.

- Where does cultural competence begin?
  - Name a person, not a relative, who was a positive influence on you as a child and a particular incident that you continue to carry to this day?
Who and what are you?

- Relating about who helped you grow up to be healthy and strong is a starting point.

- As of now we can move forward with each passing moment while reflecting on the past and how those experiences influence the future.
  - Shields are symbols of self and community.
  - A way to identify from ancient times to now.
  - Remember your past and how that influences your future.
Your shield

- Draw a square on a piece of paper
- Divide it into quarters
- Write / draw your responses
- Self Identity – race, gender identity, etc.
- Two Holidays – one you celebrate now that you didn’t as a kid; one you’ve always celebrated
- Housing – What type of house did you live in before your current home
- Food – The type of bread you ate growing up
Sources Cohousing Conflict

**Transactional vs transformative governance**

- **Transactional Top down management** – leader defines goals, leader gives “rewards” in exchange for performance. Leaders run afoul with unwilling followers (Consensus In Name Only - CINO)

- **Transformational Bottom up management** – shared consensus-based leadership; leader(s) help the group move beyond self interest to shared goals; articulated shared visions (true consensus decision making)
Transformational Solution

- **Containment** is used in criminal justice and educational systems and is very labor and time intensive. Many times applied in communities because they no nothing different
  - A disruptive student is monitored by school administrators, teachers, counselors; notes sent home to parents; expulsion (out of sight, out of mind)
  - Not effective in communities or organizations because there are no consequences for misdeeds, remedial at best until the next flare up

- **Restorative justice** brings together victims and other stakeholders to come up with consequences for a convicted criminal acts, usually minor juvenile offenses

- A transformational **solution** brings together targets, inciters, bystanders with the outcome being one of accountability
  - In a community or organization there are no punishments
  - Each participant much be accountable for their role in the disruptive behavior
    - Target – What’s my role in bringing about the incident
    - Bystander ; How could I have been better involved
    - Retaliator - What are some ways I could have responded
    - Instigator – How was my initial reaction the root cause
The Players

- **Instigator**
  - Exerts power and control, generally for personal gain

- **Target**
  - May be the inciter, retaliator, bystander

- **Retaliator**
  - May be the target, bystander

- **Bystander**
  - May be allies of anyone involved
  - May be a passer by
  - Generally a bystander will intervene
Commitment

- Did you learn anything about yourself that can either help or hinder your journey to get along with people not like you?
- Are there current beliefs formed by your past that you will try to ‘undo’ as you move forward?
- Is a culturally competent cohousing community something you want to embrace and nurture?
Need help with community building?

For more information:

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