

Include in Nature:
Session

BUILDING TOLERANCE THROUGH COHESIVE COMMUNITIES



Nature Neighbourhoods
An innovative approach to building
community action for nature

Cultivate a positive environment

- Be Kind & Respectful
- Be Empowering & Engaging
- Be Open-Minded & Non-Judgmental
- Value diverse perspectives and avoid criticism

Embrace growth

- Embrace Discomfort: Step outside your comfort zone and learn from new experiences
- Be Present & Mindful
- Challenge Your Thinking:
- Explore alternative viewpoints

Foster inclusivity

- Hold Space for Others: Create an environment where everyone feels heard and valued.
- Encourage participation and foster a supportive atmosphere.

Rules of engagement

INTRODUCTION

Recap

- Q&A on community engagement

Part 1

- What is community cohesion and explore wider systemic issues impacting community cohesion.
- Develop strategies for collaborative working and building connection.

Part 2

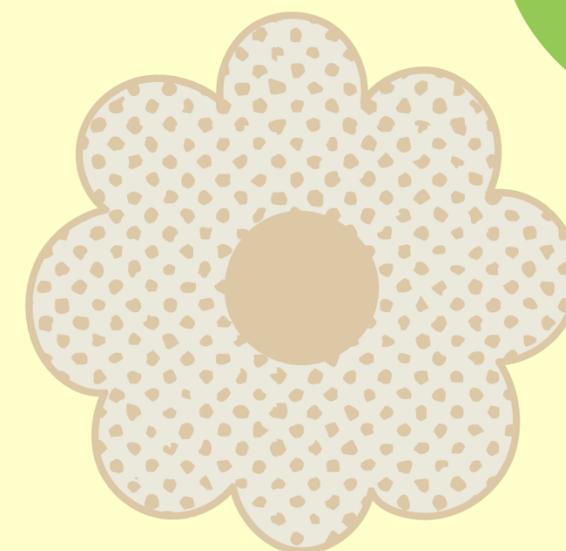
- Understand and apply techniques for managing conflict when working with communities.



The Jo Cox Foundation was established following the murder of Jo Cox, former MP for Batley and Spen. The charity states that it believes that "a kinder, fairer and more connected world is possible", underpinned by the idea that "we have more in common than that which divides us".



COMMUNITY COHESION



Emerging community cohesion agenda:

- Social and political context
- Impact of Brexit and cost of living crisis
- Disillusionment with democracy
- Fuelling hate through social media and political dialogue
- Extremism and far right ideology shifting towards the centre
- Biased reporting on facts and real life



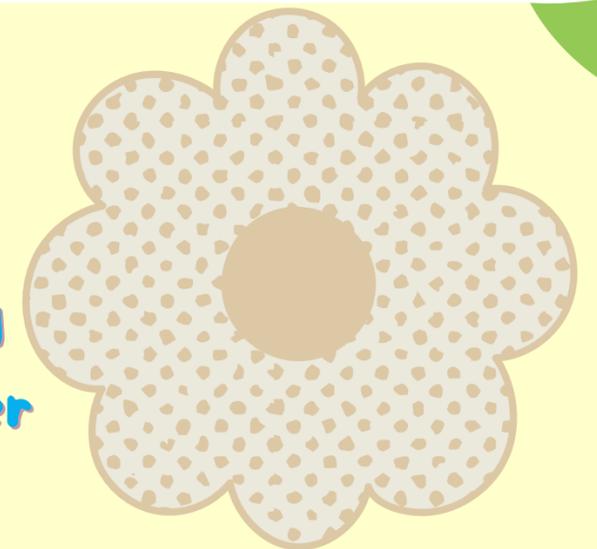
- Charities have a role even more than ever before to build social cohesion but knowing the context in which they are working in.
- Cohesion does not mean consensus or conformity.
- Community cohesion is NOT the solution to racism, poverty and inequality.
- Instead, cohesion helps us to rise to the significant opportunities and challenges in a changing world.
- Cohesion embraces and recognises the importance of creating pluralism, dissent and debate and the need to provide those places where people can do that.



- Participating in community events and volunteering makes people happier and less lonely.
- Attending and organising community events inspires people to go on and engage more deeply in their local community.
- There are barriers to engaging people with both attending events and long-term volunteering in their community.
- Bigger isn't always better! Smaller events can have a deep impact, and the type of event makes a difference to the experience of participants.
- Training and peer networks are important when building long-term sustainability into community projects

MOMENT TO MOVEMENT REPORT: THE JO COX FOUNDATION

Impact: increased life expectancy, better wellbeing, fewer mental health issues and better recovery from health



Being able to provide a positive and common vision for our local neighbourhoods

Creating spaces for open dialogue through social networks

Encouraging meaningful relationships between people from differing backgrounds in the local area



Nurturing a sense of belonging for all citizens

Cultivating a stronger sense of an individual's rights and responsibilities

Appreciating and recognising the value of diversity among people

Cohesive Communities

ACTIVITY

Strategies for cohesion and building connection

Sharing best practice

**(interfaith dialogue, cultural food sharing, youth engagement,
improving neighbourhood spaces)**

(10 minutes)

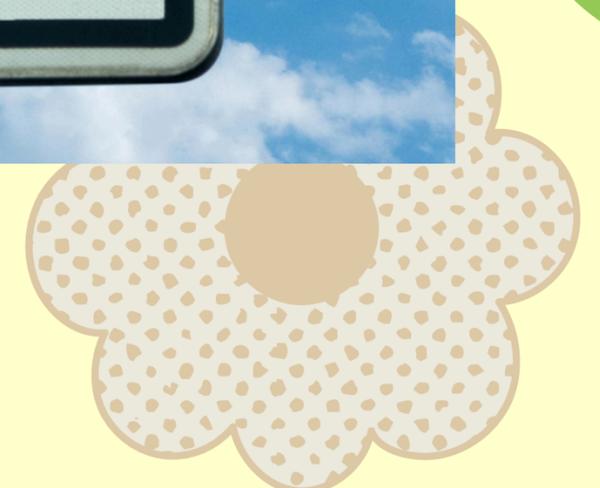
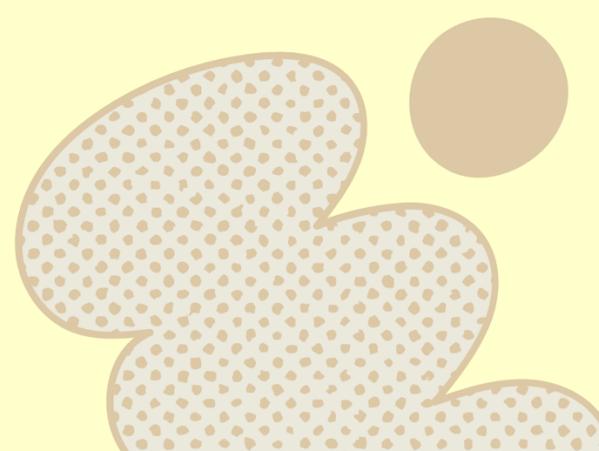
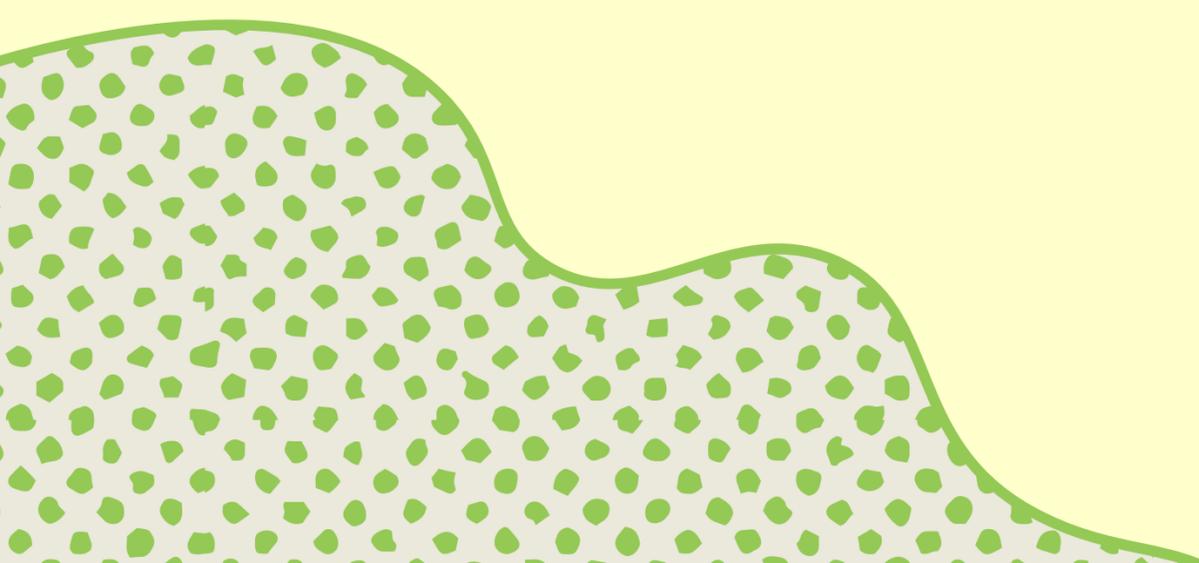
BREAK





**UNDERSTAND AND APPLY
TECHNIQUES FOR
MANAGING CONFLICT
WHEN WORKING WITH
COMMUNITIES**

Active bystanders take action to intervene in a situation where harm or injustice is occurring than remaining passive or indifferent



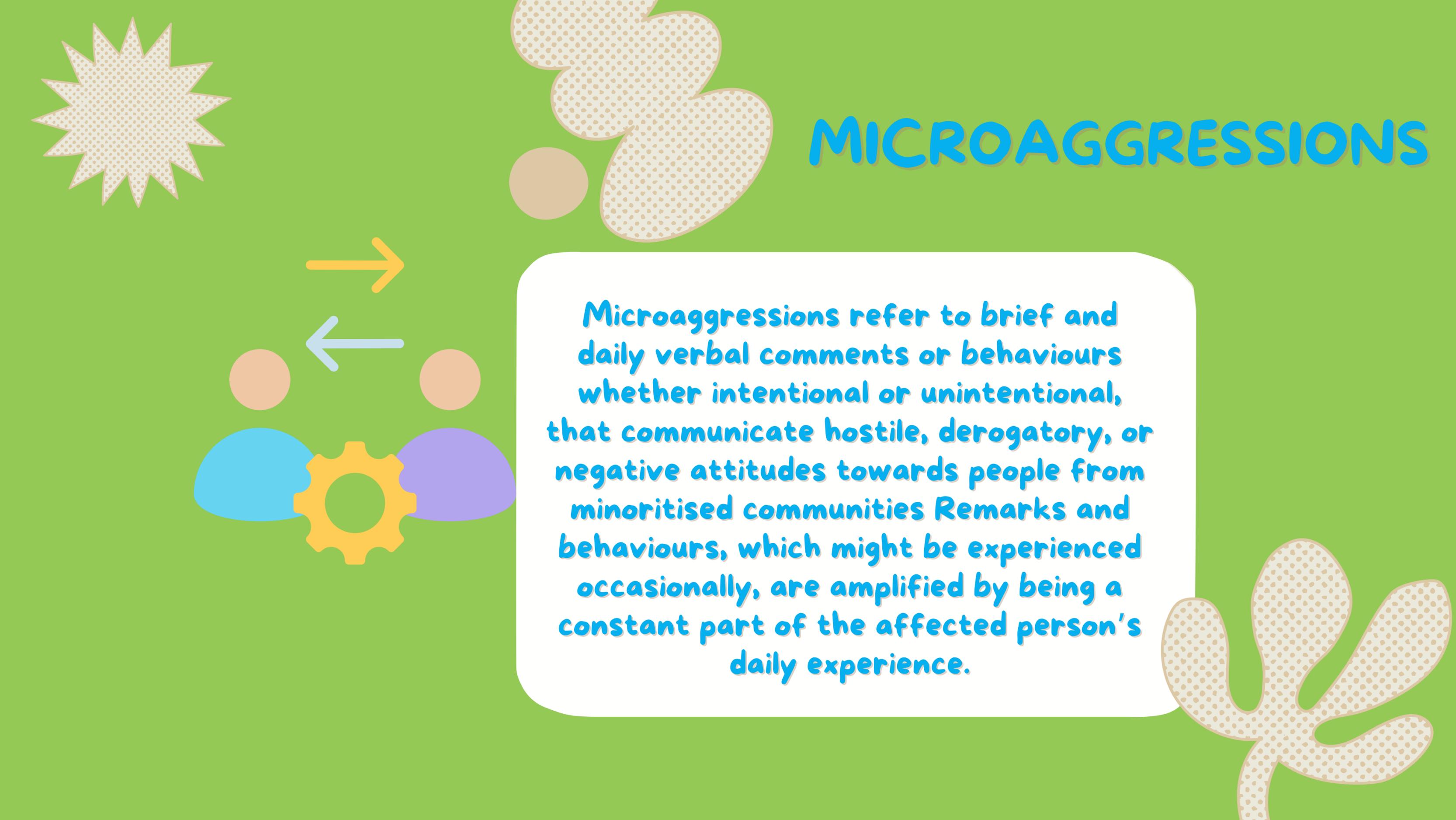
THE KITTY GENOVESE CASE



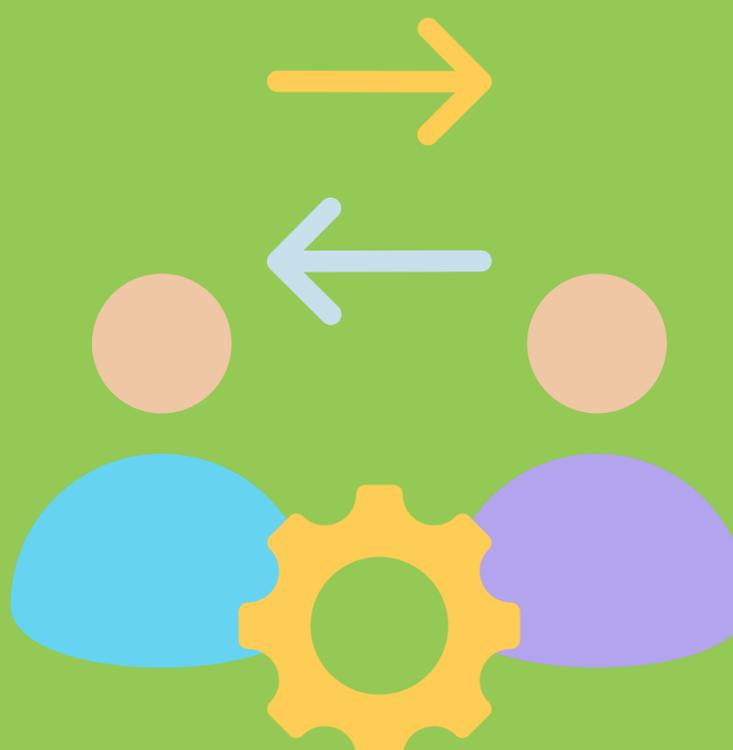


In March 2022 a judge at the GymStart event skipped over the Black gymnast while handing out medals to other young gymnasts. A photographer, coach, and other officials were present but did not intervene.





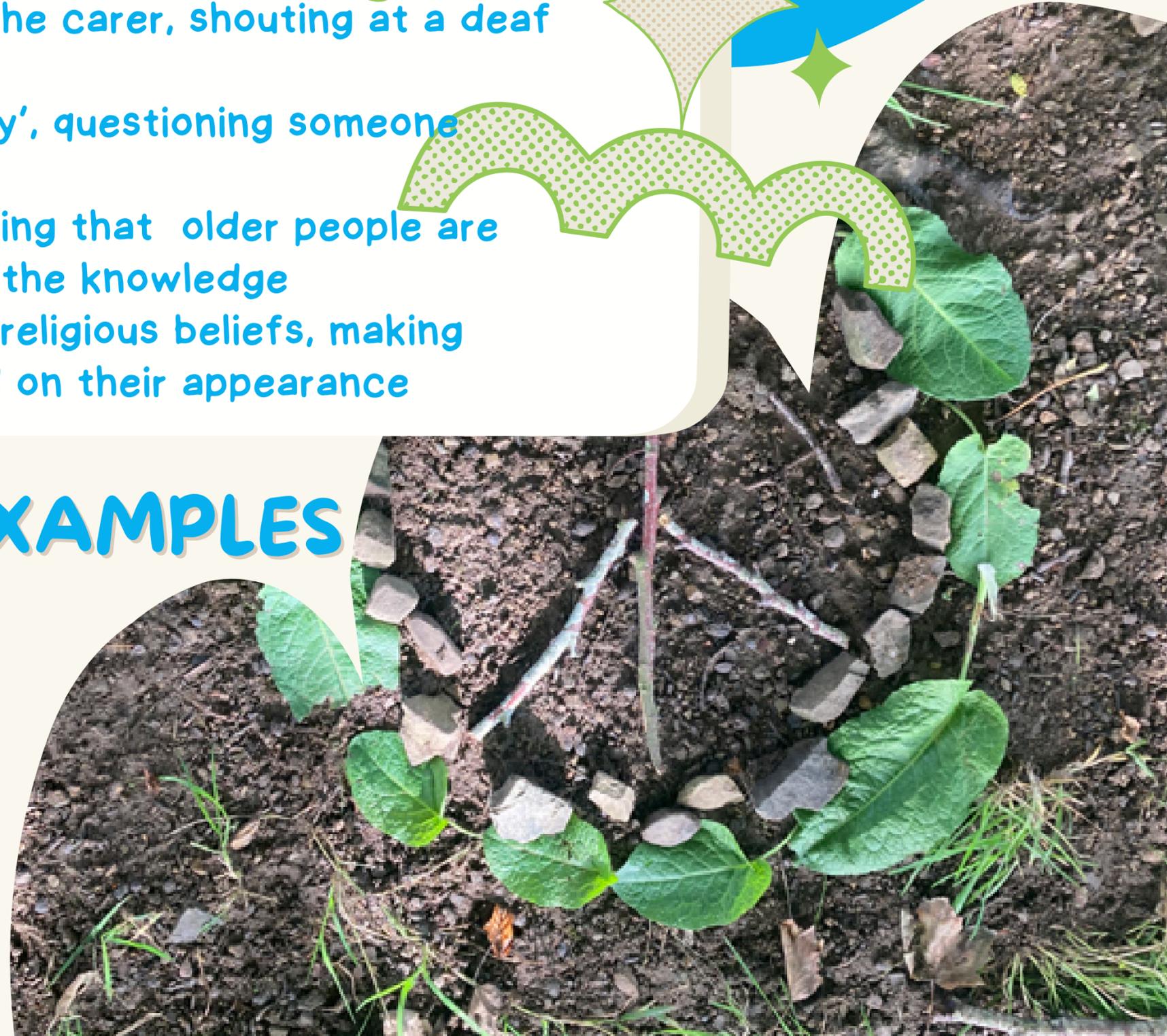
MICROAGGRESSIONS

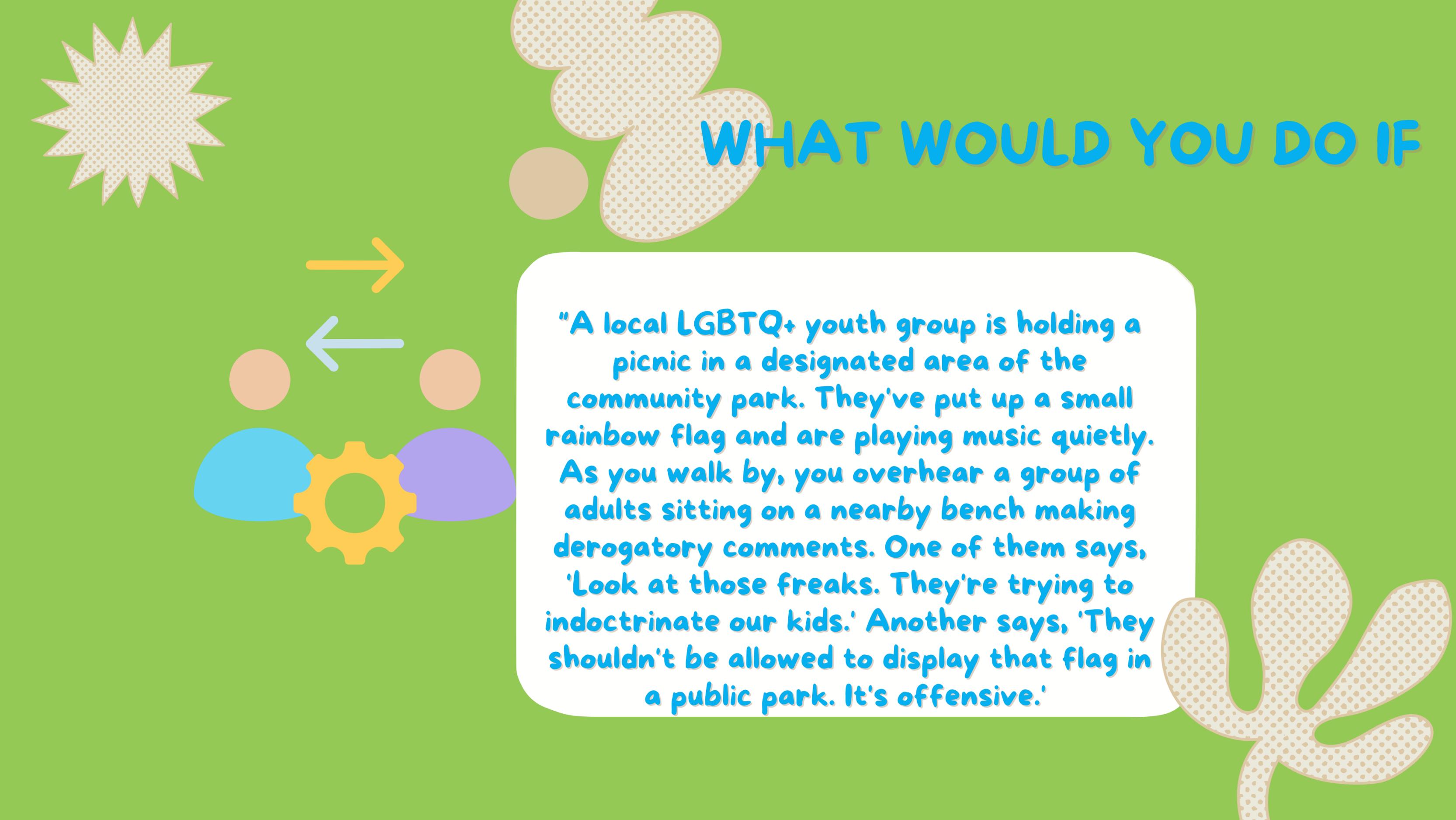


Microaggressions refer to brief and daily verbal comments or behaviours whether intentional or unintentional, that communicate hostile, derogatory, or negative attitudes towards people from minoritised communities. Remarks and behaviours, which might be experienced occasionally, are amplified by being a constant part of the affected person's daily experience.

- Race/ethnicity: 'where are you really from', assumptions about language, comments about food
- Disability: unwanted assistance, talking to the carer, shouting at a deaf person
- LGBTQ+: 'You don't look gay', 'that's so gay', questioning someone about their sexual habits
- Age: You're too old to be doing that, assuming that older people are not tech savvy or young people don't have the knowledge
- Religion: excluding people because of their religious beliefs, making assumptions about someone's beliefs based on their appearance

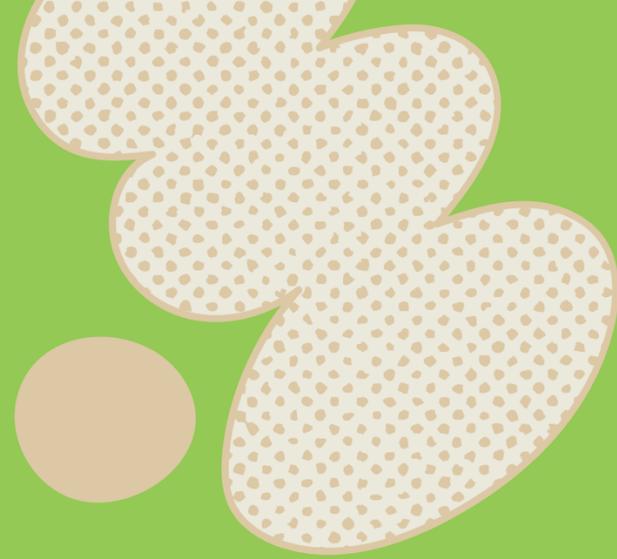
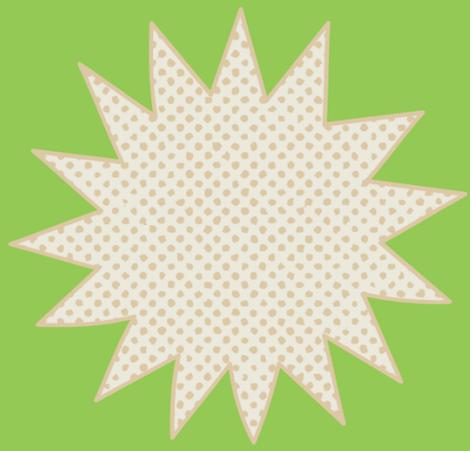
MICROAGGRESSIONS: EXAMPLES





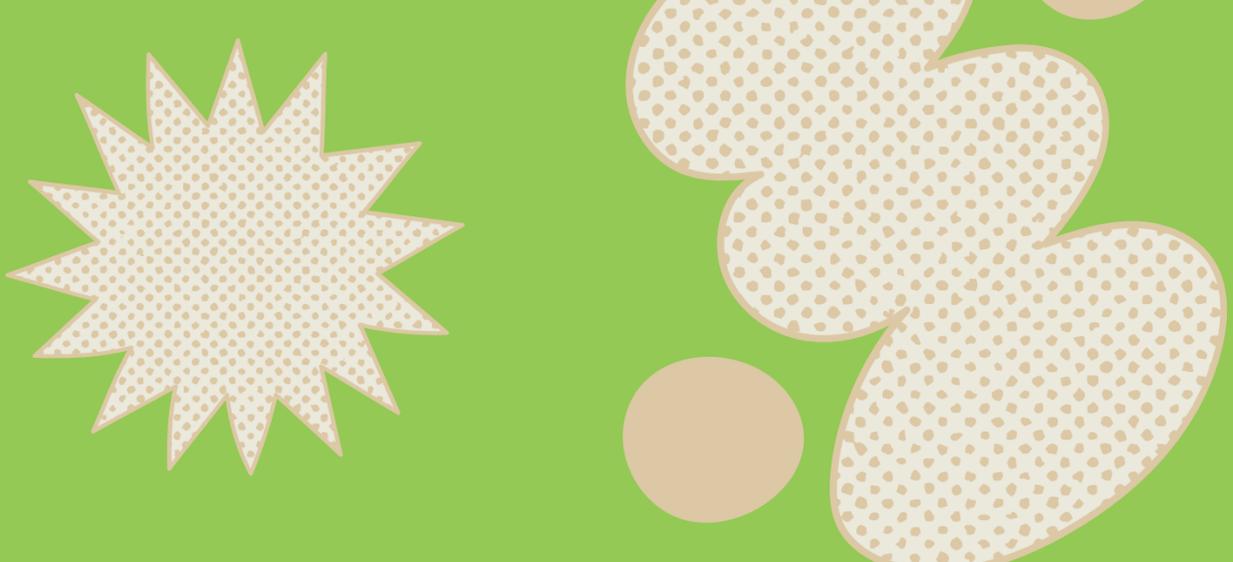
WHAT WOULD YOU DO IF

"A local LGBTQ+ youth group is holding a picnic in a designated area of the community park. They've put up a small rainbow flag and are playing music quietly. As you walk by, you overhear a group of adults sitting on a nearby bench making derogatory comments. One of them says, 'Look at those freaks. They're trying to indoctrinate our kids.' Another says, 'They shouldn't be allowed to display that flag in a public park. It's offensive.'

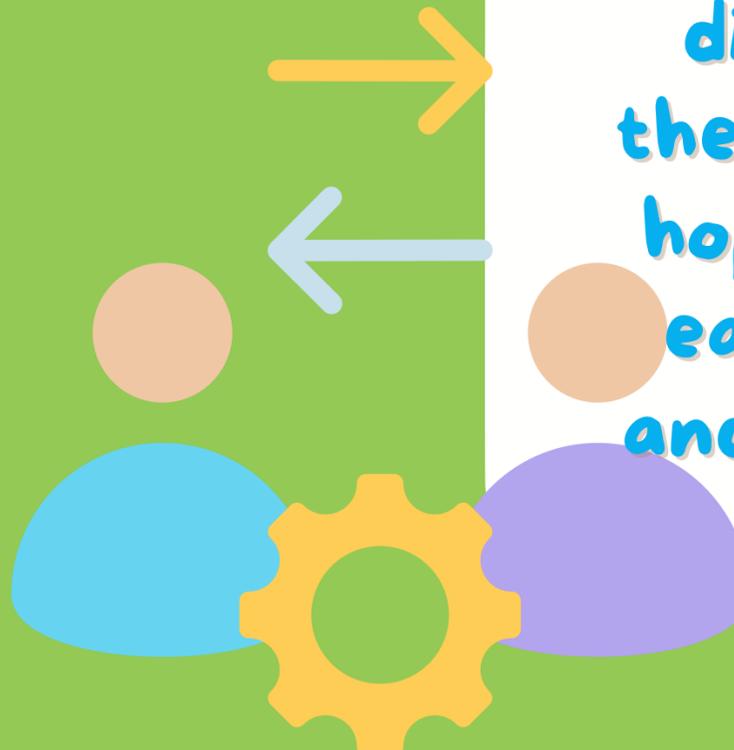


BYSTANDER ACTION

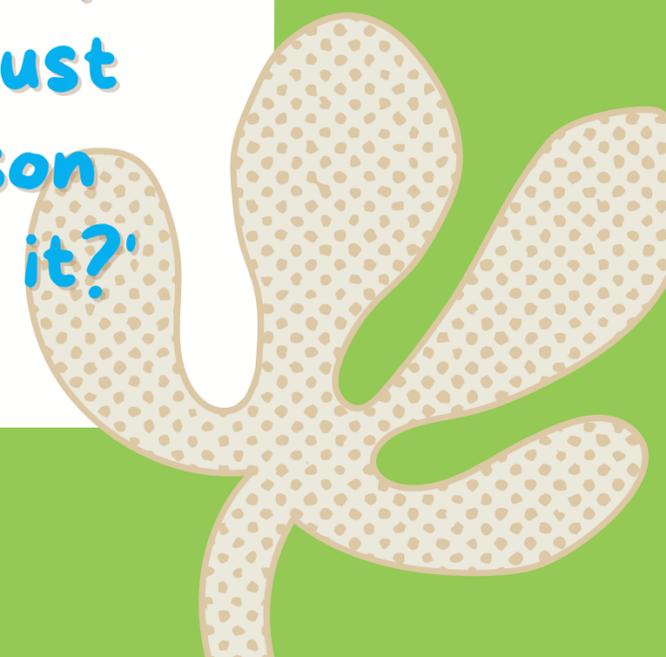
- How does this behaviour impact the LGBTQ+ youth group?
- What are the potential risks and benefits of intervening?
- What are some safe and effective ways to intervene (e.g., interrupting, distracting, supporting the affected group, documenting the incident)?
- How can we create a more inclusive and welcoming environment for LGBTQ+ individuals in community spaces?
- How can we support the youth group after the event.
- How can we report this type of behaviour to the relevant authorities.
- How can we as a community ensure that this type of behaviour is not tolerated.

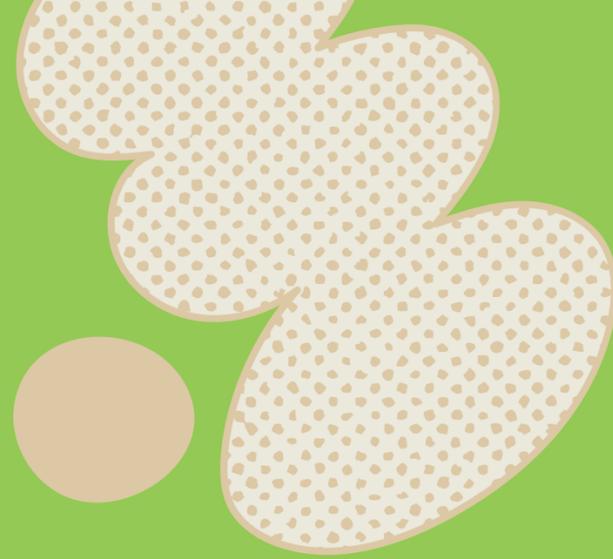
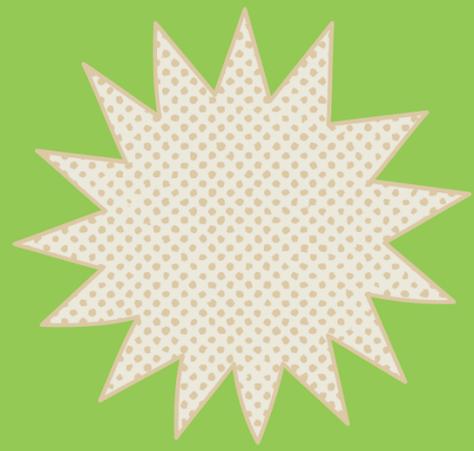


WHAT WOULD YOU DO IF?



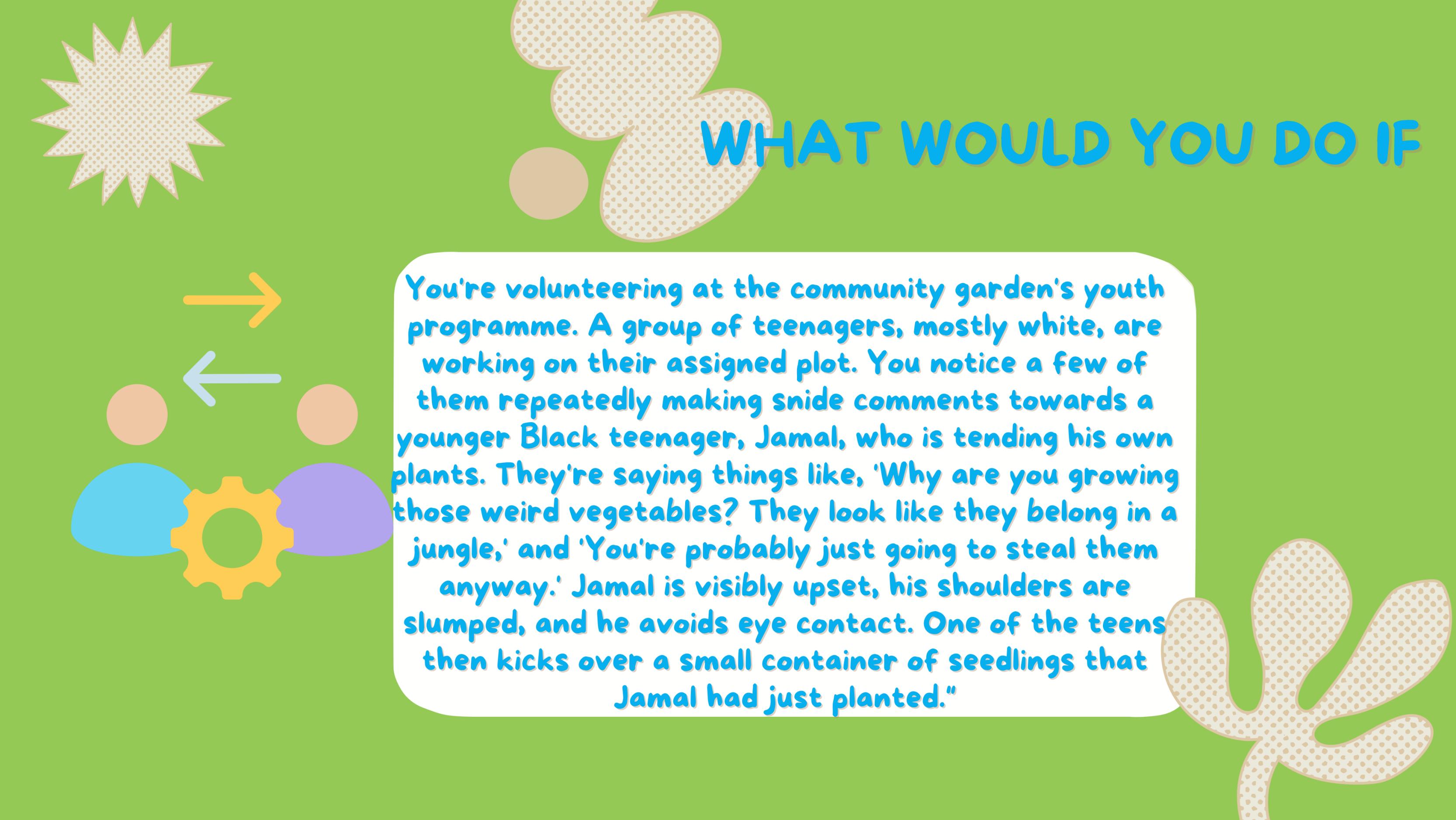
A community centre is hosting a potluck get together and several families from a recently resettled refugee group are present. As they're serving their traditional dishes, a long-time community member approaches them and says, in a loud, jovial voice, 'Oh, how exotic! I hope it's not too spicy. You know, back home, we just eat normal food.' They then turn to another person and say, 'It's nice that they're trying to fit in, isn't it?'



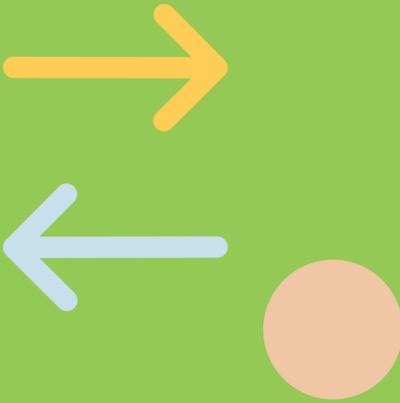


BYSTANDER ACTION

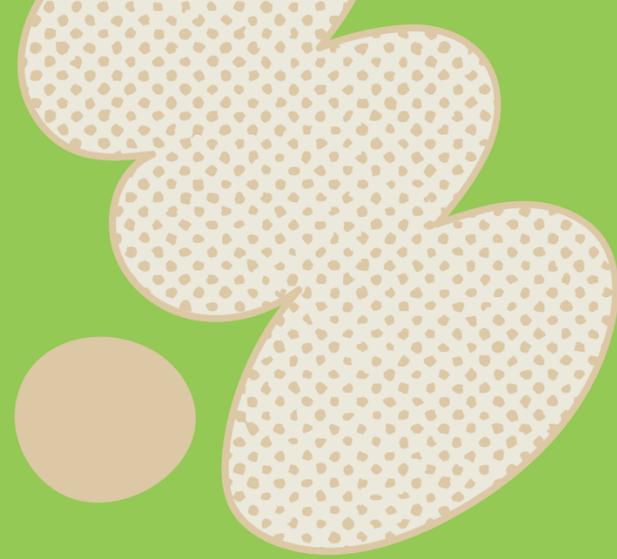
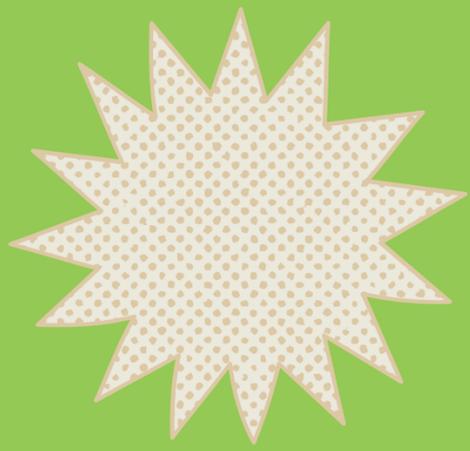
- What are the different ways this microaggression could impact the refugee families?
- What are some potential risks and benefits of intervening?
- What are some safe and effective ways to intervene (e.g., interrupting, questioning, redirecting, supporting the affected group)?
- How can we create a more inclusive and welcoming environment for refugees in community spaces?
- How can we recognise and challenge our own implicit biases.
- How can we support the people that have experienced the microaggression after the event



WHAT WOULD YOU DO IF

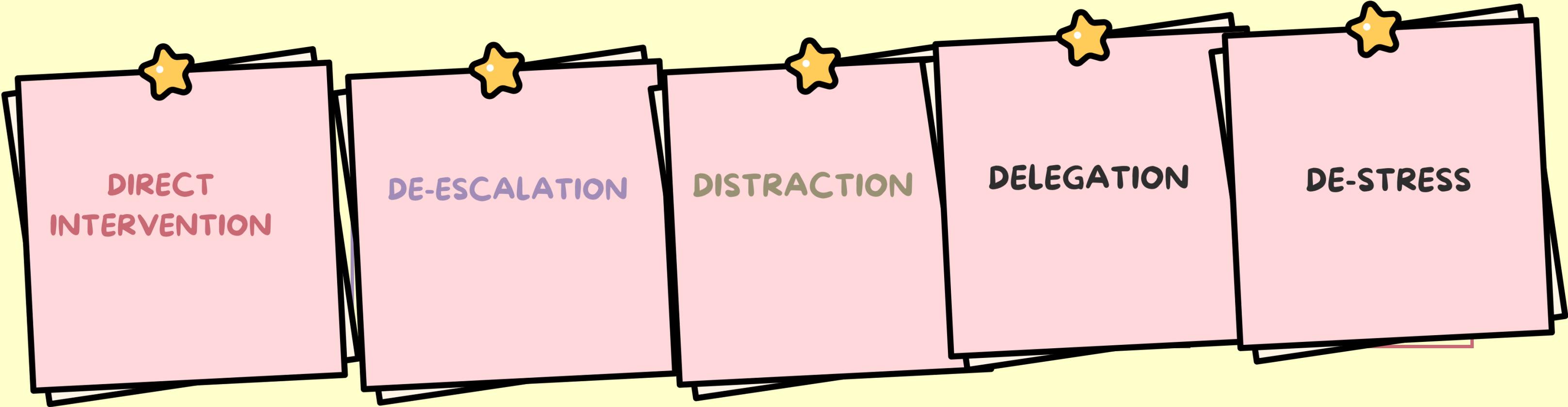


You're volunteering at the community garden's youth programme. A group of teenagers, mostly white, are working on their assigned plot. You notice a few of them repeatedly making snide comments towards a younger Black teenager, Jamal, who is tending his own plants. They're saying things like, 'Why are you growing those weird vegetables? They look like they belong in a jungle,' and 'You're probably just going to steal them anyway.' Jamal is visibly upset, his shoulders are slumped, and he avoids eye contact. One of the teens then kicks over a small container of seedlings that Jamal had just planted."



BYSTANDER ACTION

- How does the age dynamic influence the situation?
- What are the different ways this racist behaviour could impact Jamal and the youth programme?
- What are the potential risks and benefits of intervening as another youth volunteer or as an adult supervisor?
- How can we intervene in a way that is safe and effective for everyone involved?
- How can we support Jamal after the incident?
- How can we address the behaviour of the teens that were being racist.
- How can the youth programme create a more inclusive and respectful environment?
- How can we use this as a teaching moment.



DIRECT INTERVENTION

This involves stepping in and directly addressing the situation.

DE-ESCALATION

This involves using communication skills to defuse a potentially harmful situation.

DISTRACTION

This involves diverting the attention of the person causing harm in order to protect the victim.

DELEGATION

Seeking help from others: This involves involving others, such as authority figures or bystanders, to assist in the situation.

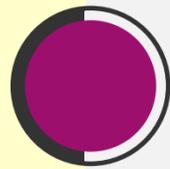
DE-STRESS

Providing support to the victim: This involves offering support, comfort, and assistance to the victim.

How do we challenge inappropriate behaviour?



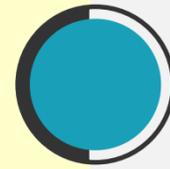
Assess the situation



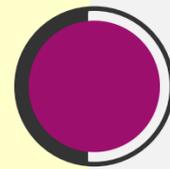
Understand the **behaviour**



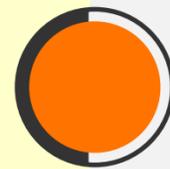
Take **control** and deal with the facts



Step in to challenge



Know your organisation's reporting procedures



Reflect on the action to build confidence

INCLUDE IN NATURE

Thank you!
Next session
20th March @10am



Be an Ally and Advocate for Inclusion in the Community