

The Dialogic Space:

Decision-making and responsibility in
discriminatory situations

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The Dialogic Space: Communication and Attitude

- **Introduction and Language** 15'
- **Expectation and Experience** 35'
- **The Dialogic Space** 30'
- **Application: Strengths and Limits** 25'
- **Wrap-up** 15'

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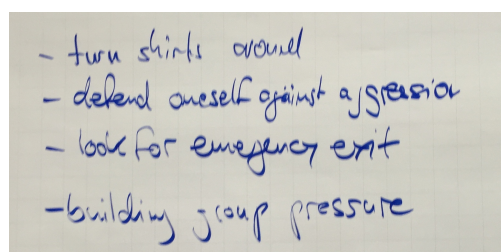
The Dialogic Space: Communication and Attitude

Remember a **real situation** in which you witnessed **disrespectful or discriminatory** behaviour in your workplace and where you or someone else became **active to solve or calm it down.**

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Video:

Martin Schulz expulses Eleftherios Synadinos from European Parliament after hate speech on March 9th, 2016.

<https://www.youtube.com/watch?v=dC3Yk7KbrPA>

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Aggression can only be learnt through aggression.

EVERYONE involved in
discrimination, bullying, violence
is a victim!

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How to set up a dialogic space?

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The Dialogic Space: Communication and Attitude

- 1. Self – Reference: Taking responsibility**
- 2. Respect for disaccord and wish for dialogue**
- 3. Confidentiality**
- 4. Sacrifice of Almightiness and Desire to learn**
- 5. Self-Revelation and Treatment of Fear**
- 6. Solidarity and Support**

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The Dialogic Space: Communication and Attitude **1. Self – Reference: Taking responsibility**

I speak about my own experience and for myself. I take responsibility for my speech by **using „I“** instead of referring on someone else's opinion.

I don't talk about myself but **towards others.**

I communicate the background of my assumptions and reactions.

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The Dialogic Space: 2. **Respect for disaccord and wish for dialogue**

I show **appreciation** towards others and underline that **everyone brings** different, precious experience, knowledge and expertise into our learning process.

I cultivate my **curiosity** about other's opinions and motivations and make dedicated **effort** to better understand their causes.

I know that we all are **allowed to make mistakes** and came to learn together. I do not judge someone's behaviour and make extra efforts to **maintain the dialogue.**

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The Dialogic Space: Communication and Attitude **3. Confidentiality**

I keep **confidentiality** about what is said and done in this space.

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4. Sacrifice of Almightyness and Desire to learn

I assume everyone's good will to work together constructively and respectful. Even and **especially in situations of dispute** and when this good will isn't visible at first sight.

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5. Self-Revelation and Treatment of Fear

I give feedback actively – especially when I am getting angry or hurt. (E.g.: “When you said ... I felt ...”)

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6. Solidarity and Support

I help others to keep this agreement and to actively work on the wellbeing of all of us.

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The Dialogic Space: Communication and Attitude: Transfer

Where can you **apply** these guidelines?

What kind of **support / framework** would you need to put them into a workcamp?

In which other ways could you imagine to **empower yourself** to make your projects **safer for participants**?

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The Dialogic Space: Communication and Attitude: Wrap-up

What do you want to **remember** from this session?

When were you **surprised**?

What do you want to **find out** next?

How could you become **active**?

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Feedback:

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