ART AND PRACTICE OF PARTICIPATION (APP)

	SUNDAY (7/30)	MONDAY (7/31)	TUESDAY (8/1)	WEDNESDAY (8/2)	THURSDAY (8/3)	FRIDAY (8/4)	SATURDAY (8/5)
Morning	OPENING PLENARY	Getting Connected Developing Stream Vignette	Panel of Possibilities *Exploring the Edge of Our Practice* Creating Our 21st Century Vision of Participation	SITE VISITS!! WHITE RIVER NATIONAL FOREST	Discerning Our Future Destination *Review Site Visits* *Reflect on Vision* *Project Identification*	Designing Implementation Action Groups Within the **APP STREAM** And **ACROSS STREAMS**	CLOSING PLENARY
Afternoon		Assessing Current Reality *"The Wave"* Sharing Success Stories	Capturing Our Key Learning *Using Computer Technology*	HOST DENVER YOUTH IN REVERSE SITE VISIT	Planning Action Projects	FINAL APP STREAM GATHERING	
Eve		INTERGRATING: WITHIN OUR STREAM & WITH OTHER STREAMS				COMMUNITY PERFORMANCE	

The Art and Practice of Participation Stream welcomes all of you to a time to deeply and collectively engage in discerning the methods, tools, and practices that ensure opportunity for participation and engagement for all.

Our intended outcomes are to:
- Develop a network of supportive and collaborative partnerships
- Share and co-create cutting edge skills and knowledge that expand the boundaries of participation.
- Explore the current state of participation in the world and craft a 21st century vision of participation
- Hear about the successes and challenges of practicing participation from stories shared by a diverse group of colleagues.
- Reflect on our collective experience and values to gain new insight and deeper understanding
- Create new energy that sustains our journey as practitioners
- Experience a one day off- site immersion in a participative project
- Learn and experience the uses and potential information technology in practicing participation

Some highlights of our time together!

- We'll be getting a picture of the trends in the field of participation! (Monday morning)

- A panel of speakers will break out new images for us of where we are heading. (Tuesday morning)

- We'll capture our own learnings using technology as a tool of facilitation (Tuesday afternoon)

- Action Teams! Action Projects! Joint Ventures! Collaborations! Co-creations!!

APP Stream Summary

Day 1

On our first day, we gathered as the Art and Practice of Participation Stream, some seventy plus people strong. Our space was replete with blue sticky walls, several floor fans (it is very hot in Denver right now) a PA system with mikes on long cables and a small group table setting.

After a short welcome, quick introductions and an opening context, we introduced ourselves in greater depth at our tables, using the Dannemiller Tyson Getting Connected exercise. This was followed by working as table groups on elements of a skit which each Stream will be performing at our Closing Celebration.

Sharing these often highly participatory skits with the whole Stream continued after lunch, and a volunteer team was constituted to pull elements together for our part of the drama at the Closing Celebration.

We then used ICA's Wave Method to look at Established, Dying, Emerging and Boundary ideas in participation and reflected on the implications of the product we had generated. To view this product, click on The Wave under Documents in this APP section of the Conference website. The afternoon concluded with us breaking into smaller groups for sharing some of our recent success stories in participation.

Day One of APP Stream Introductory Conversations at tables

How are we similar or what are some common themes in our table discussions?
Our understanding of how to empower individuals
Our desire to make a difference
Importance of integrating participation into our daily lives
Career transitions
Assuring early and meaningful participation
The question of how to mainstream participation
The answers lie with the group and someone needs to ask the question (creative tension therein)
Desire for more methods in our toolboxes
Involved in the participation process
Moving from competition to cooperation
Apathy and poverty of imagination about what's possible in collaboration
Deep commitment to participation
Awareness among some of us of the threat of physical and public violence
Organizations educate internally
Entrepreneurship business of participation

How can we empower those disempowered?

How can we introduce participatory methods while maintaining social order and respect existing social structures?

How can we improve power relations?

What are some differences among us or what different themes emerged in our conversations?
Differences in our practices
Different backgrounds, perspectives, cultures
Different levels of intervention
Different national potential for assuming challenges
Different journeys on how we get to where we want to go
Attitudes toward poverty and violence
We are in different stages of life
Different participatory processes
Different ways we use the same tools
Differences in scale: individuals -- dozens -- hundreds
Variety of contexts: education, private sector, etc.

What is the appropriate participatory method in each culture? (i.e., different countries: USA/UK/Malaysia/Japan)

What are the desired outcomes for our work together as a Stream this week?
Develop the network started here
Fellowship with others who are doing the same kind of work
Different ways to infuse, use and evaluate participatory processes
Move beyond crisis mentality and scare tactics
Greater awareness of world problems
Ways to incorporate methods in different situations
Build shared, new image of what's the missing space and what we're all doing -- wisdom in the room
Ways to sustain the change
Looking for new ways to aid in making a difference
Learning from each other -- technologies, etc.
Sharing the different contexts for participation
Stories -- beyond the methodological level
Ways to use technology to increase participation and not be manipulative
Discerning what approach for particular situations
New energy
Learn actual ways to incorporate participatory methods in different cross-cultural work environments

The Current State of facilitation – Group input on the Wave

Boundary Ideas
· Participatory evaluation as well as planning
· Time for stories
· Beyond methods – integrating
· Concept of cheerleaders – folks who inspire new ideas
· More silent reflection time
· Growing sophistication/when to use what
· Cooperation between agencies
· Web based facilitation and collaboration
· Rewarding risk taking
· Financial transparency – link to open book management
· Shared wisdom and space – image on behalf of the whole
· Images in music
· Virtual vs. face to face

- Silence is also participation
- Recognizing multiple intelligences
- Lettinggo of control
- Participation as a means and an end
- Chaos/self organizing principles
- Get out of the way

Emerging
- Consensus decision making
- Referendums
- Graphic recording
- Body movement
- One size does not fit all
- Open books management
- Cooperacy – participating in shaping vs. conflict – we have responsibility for shaping our circumstances rather than expecting others to do so
- Restoration of society rather than reparation of the individual
- Emergence of the disenfranchised
- Inclusion particularly those d we not want
- Increasing use of technology
- Fluid alignment of decision making structures
- Groups and organization seek and get outside support
- Process facilitation that gets results
- Dialog instead of debate
- Computer assisted facilitation (online and in person)
- Sustainability and effective implementations depends on participation
- Participatory mindset in corporate culture
- Learning communities of practice – places where people come together to learn from each other and continue to learn
- Spirituality in organizations

Established
- Empowerment and permission to question
- Synergy building – individually, interpersonally,
- Facilitation competencies
- Change and risk management
- Whole brain learning
- Openness and transparency
- Partnerships and consultative relationships
- Diverse stakeholder input
- Unstructured meetings
- Asking questions and listening
- Input/consultation – someone else decides
- Expert has answers and dictates (pacific rim)
- Use of facilitators for visioning, strategic planning, problem solving

Dying
- Expert has all the answers
- The leader has the answers
- Suggestion boxes
- Starting with process vs. the strategic issue
- Authoritative\ leadership – command and control
- My way my style process – inflexible

- Majority rules decision making
- Public agencies as the sole responsibilities cradle to grave
- Short term quick fix remedial trainings
- Personality tests
- Sage on the stage
- Vow of poverty for non profit community based employees
- Robert s rules of order
- Command/control organizations
- Touchy feely facilitation

Ten years ago
One cycle back –
No internet or web

Ten hears hence

- More about reflection, intuition
- Things will move forward – new boundary ideas
- Youth trained in facilitation skills
- More emphasis on individuals being trained beyond their own fields
- Daily quick changes a normal part of life
- Facilitation will be more regional, broader in context
- Dying becomesboundary
- Link via internet to get case studies to support planning facilitation, etc.
- Facilitation a role played by many people, not just aprofession
- Risk of losing personal contact because of impact of technology
- Organizations will be self_facilitating
- Common facilitation skills transferable to other locations
- Real time input on how well we're doing financially that it will become background instead of a stumbling block

What implications does this hold for us?

- How can we hold the value bound in facilitation as facilitation dies?
- How do we push the boundaries of facilitation?
- More public money will be spent on development of institutions rather than projects
- To make facilitation work each of us must understand how /where to apply it in the different cultures and places we live? – Cultural sensitivity
- Push the edges of participation and facilitation
- Make sure we use technology in meaningful/usable ways – not just surveying people
- Facilitation can lead to much greater equity in society
- How to keep track of different methods and keep methods relevant
- Quality and quantity of participation
- Be ready to grab the big waves
- Facilitation skills taught in schools – part of educational curriculums
- Is there a direct line of effect between participation and facilitation?
- Participation to what end?
- How can facilitation lead governments to reduce dependency on military expense?

Success Stories

Several stream participants shared facilitation success stories in small groups. The topic covered include the following:

- Large group vs. small group facilitation
- Use of games with groups
- Participation and facilitation in disaster intervention
- AGNI - A movement for citizen participation in Mumbai
- National Center and Caucus for the Black Aged
- Participatory Public Art
- Security and health youth volunteers
- From $130,000 debt to $70,000 in the black in an agency in 18 months
- Post-facilitation - How to Keep It (the resolve) Alive
- Community Planning - Amalgamated Communities
- Of - By - and For the People
- One week summer camp for 13 year old boys
- NIKE Financial scoreboard and knowledge map
- Theatre for development
- Diversity Dialogues
- Marketing and publicizing ToP Workplace facilitation course
- Self-sustaining groups (economically and socially)
- Training young people in participatory methods
- Business storytelling
- Public broadcasting/DOE/Private sector partnerships in Puerto Rico

Day 2

Panel of Possibilities

Sandra Harris – Colo Assets for Youth

Masai tribe greeting: how are the children?
Response: all the children are well

Sandra reviewed the Search Institute's 40 assets for healthy child development. The document is available in English, Spanish, native American version. Principles include:

- Relationships are key – children behave as adults do – adult behavior models for children.
- How would I act differently if I had an 8 year old by my side?
- Positive youth development
- Supporting and empowering young people
- Establishing boundaries and clear expectations
- Constructive use of time
- Commitment to learning
- Developing social competencies
- Positive values
- Positive identity
- Communities value youth
- If we as adults watch how we relate to people of other cultures, kids will learn from what we do.

Mike Gough

Mike gave the group an overview on Electronic meeting systems. He discussed methods and guidelines for using electronic resources.

- Multi-polling devices – questions formulated; people respond; analysis; projection on screen – helps gross functional analysis
- Keyboard systems – facilitate text entry
- Technology as a tool – should not override what is being underneath it, the meeting process – focus of ems is to enhance the process of the meeting
- Need to fit the advantages of the tool to the situation
- Think about application to typical facilitator activities
- Brainstorming
- Grouping and gathering
- Reporting out
- Requires pre-planning
- May make things go too far too fast
- Tool helps group ramp up to a point where they can get to really meaningful stuff
- Benchmark: no more than 20% of time use the tool

When not to use the tool

- Not just because it's there
- Get very large input ... if you ignore it, it tends to magnify the resentment of the input provider
- Downside of not enough talking

Key advantages

- Anonymity – gives voice to those who do not usually feel empowered to speak
- Speeds up the process
- Instant documentation
- Get more input and frank;/open input

Paula Rhodes

Paula offered her insights into the interconnection between human rights and sustainable development. Her thesis is that you cannot get there without participation within civil society. Participation is a start but "isms" get in the way. It will be necessary to search for viable long term solutions. Individuals and groups must promote true multi-culturalism; appreciation and valuing and respecting not only our similarities and our differences, not simply eliminating the "isms."

Communication is key to everything

- Assumptions can be barriers as well as positive
- "isms" are not motivators for institutions (we are all in the same boat, we should recognize this and make changes)
- Act with "patient urgency" ; as though now is the time and there is such a thing as too late

- At the same time be patient to recognize that true change does not happen overnight
- Networking is critical – isolation is one of the major barriers to success – overcome sense that it is just me having this problem. – realizing you are not alone
- Unity in decision making processes – dm processes that promote unity – requiring all of us to dig deep into the core and try to hear others so that when you arrive at a common agreement it is based on positive factors. – Different from consensus – goal is unity and decision making
- Be intentional and constant in individuality,
- Cultivate sense of forgiveness because good will and like-mindedness is not enough – need to give permission to others not to live up to our great expectations

Robert Terry

Dr. Terry spoke about the problem with phrase the "walk the talk" and defined authenticity as making the connection between the inside and outside person. Other ideas that he presented were:

- Team vs groups – clear goals specified time frame is a team – focus on group building
- What is really going on?
- In a world of radical diversity, how can you come together around shared values? Example: You work for a tobacco company – what is the core value that lets you produce something that kills people? Answer: Freedom of choice
- Core values == tied to the business/areas of interest
- Shared value – survey – things we have in common

What business are we in as human beings? We are in the authenticity business. To deny the authenticity struggle is to affirm it. How can we keep authenticity alive over time? Use these 6 core principles:

- Our own secret histories
- Free to express it
- Rules of engagement – justice
- Participate in the sharing
- Love – caring about somebody not trying to fix them
- Take responsibility for what we believe

God is that which is ultimately true and real – authenticity – what is implicit is the ethics – leadership is in the business of helping authenticity express itself.

- Use technology to advance authenticity
- Facilitators are in the authenticity business – the wisdom of leadership

Discussion

(Sandra) Where is the edge in asset building in relation to participation?
500 communities are using the Search institute framework – need leaders, champions and communities to take the model and apply it in communities. **B**uilding collaborations support asset-based approach. It's a tool to enhance what is already happening in communities

(Robert) Why is knowledge and integrity switched in the matrix? Answer – knowledge is about how the world works and leads to wisdom as behavior.

(Robert) What is the difference between authenticity and congruence? Answer - 14 criteria that begin with letter c ... co-determination, consistency, convergence, centeredness, etc. all characterize authenticity ... basic question ... what criteria are you using to make sense out of life?

What is edge?

Paula – there is no such thing as an issue that's never been addressed before in human relations ... what you are doing is adding on to what has been done before

Robert – believe in vision pictures, not statements; mission not about where you are going but who you are ... give a comprehensive study of who all fight with each other so they will always be on the map – trying to map the whole field of leadership to make connections

Mike – possibility of distance conferencing ... violates 20% rule of thumb .. question is what do we do with the human fragments that are missing because they are not in the room any more. How do you know if people are fully engaged?

Paula – Are there specific strategies in place to push edge – strategies are affected by appropriateness and linked to group norms. In stages of building a diverse organization, the first stage is getting the bodies into the room – what comes next is still becoming apparent. Need to manage expectations of the people who come into the room. Find some commonality that brings people together, not just one side's goal. Once you get the bodies in, communications are critical. Need to expose and challenge assumptions that can impair communication – build in opportunities to get to know each other, working on shared assumptions, teasing out the basics, recognizing that there will be assumptions and when it seems like someone doesn't share a value, check to see whether there is an assumption in operation – take a moment to identify the source of the problem, I\f shared values are a given. Assume that conflict in and of itself is not bad, just like criticism is not in itself bad. If you are working on diversity you will have conflict.

Day 3

Site visits.

Day 4

A full day for the Art and Practice of Participation Stream included:

- Reports by table of site visits from Wednesday and sharing of some stories from the day
- Discussion of the product and process of a computerized facilitation session to discern our Stream's Learnings about participation
- Bringing together of the three vision workshops from Tuesday and pushing forward the nine clusters of data by inviting nine 'teamlets' to identify and name the elements of our vision
- The Stream as a whole reviewed the work of the 'teamlets' for clarity and concreteness of our vision and after extensive discussion agreed on nine practical vision elements
- A room walkabout resulted in a list of projects and possible collaborations for each vision element
- Stream members self-selected and then wrote in small teams their selected projects which they then reported on to the Stream for clarification and feedback

After discussions with representatives of all the Streams this evening, Friday will be devoted to further work on project implementation within our Stream and in collaboration with other Streams.

APP Stream
Vision Workshop: What do we want to see in place in 5 years?
Categories Collation Chart

1 Participation Movement Influences Social Change on a Global Level	2. Socially Responsible Information Technology Supports Authentic Participation	3. Holistic Participative Techniques used for Social Change	4. Innovative Processes and Structures for Authentic Responsible Citizen Participation that Serves Diversity (Ethnic Groups, Age Groups and Gender) and Promotes Self Determination and Sustainability	5. Professional and Grassroots Access to Skill building in Facilitation and Participation	6. Sustained and Inclusive Partnerships Driven by Facilitation and Participation	7. Youth Fully Present in Participatory Leadership	8. Infrastructure to Document and Disseminate Best Practices in Facilitation	9. Towards a Culture Where the Norm is Participation for Transformation
Movement Globally Perceived as Influential	Harnessing Technology for Authentic Participation	Art as a Tool for Community Change	Serving Diversity of Humanity and Our Environment	Participation Capacity Widely Availably Deeply Rooted in Society	Easily Accessible Global Facilitator Network Emphasising Collaboration And Resource Expansion	Youth Leadership In Community Development Partnerships	Free Flowing Information	Culture Of Participation - A Paradigm For Participation For Transformation
Sustainable Global Linkages	Socially Responsible Use ff Accessible Technology that Supports Participation	Widespread Holistic Participation Techniques	Innovative Standards Process for Authentic Citizen Participation	Competent Facilitators Everywhere	Personal, Professional, Organisational, Community Networks Every Where	Playful Youth Leadership	Develop And Publish Common Language And Practice	Inner Wisdom Transforms Results
			Community Self Determination	Expertise in Facilitation and Participation Approaches	Sustained Inclusive Cross Sector Collaboration		Develop And Publish Common Language And Practice	
			Inclusive True And Real Community Practice					

The Data in Each Category

Column 1: **Participation Movement Influences Social Change on a Global Level**

Movement Globally Perceived As Influential
- ICAI strategically positioned in world order eg UNICEF
- Have allocations set aside for full participation
- Continued networks to build on face- to -face times

Sustainable Global Linkages
- Increase global alliances and partnerships with diverse and specialist groups
- Increased participation at next conference from the global community
- Linkages, which promote participation among individuals, organisations and communities
- Facilitator interchange nations/regions ie Aust Malaysia Indonesia
- People with open minds to help their community

Column 2: **Socially Responsible Information Technology Supports Authentic Participation**

Harnessing Technology For Authentic Participation
- Increase effective use of web based collaboration
- Widespread community building through Internet and other new technologies
- Fully distributed real time financial and operational scoreboards

Socially Responsible Use Of Accessible Technology That Supports Participation
- 3m partnership produce totally re useable easel pads
- Equal technological accessibility for schools /non profits through business participation
- New participatory programs for the hearing and seeing disabled
- Participation games online and board
- Partnerships with translators/ translation companies
- Distance conferencing electronic web based as a uniform technique
- Construct a data base with circuit discipline
- Web based video conferencing

Column 3: **Holistic Participative Techniques used for Social Change**

Art As A Tool For Community Change
- Art frequently used as a tool for community change
- Mass-scale participation in public arts projects

Widespread Holistic Participation Techniques
- Wholistic facilitation beyond methods
- More facilitators using transformational techniques (spirit /body/mind)
- collaborate with therapy community in "Talking about work" Eugenics?
- Workplaces foster creativity health and world sustainability
- Locally based practices and philosophy of participation summer camps
- Methods from ICA ALL

Column 4: **Innovative Processes and Structures for Authentic Responsible Citizen Participation that Serves Diversity (Ethnic Groups, Age Groups and Gender) and Promotes Self Determination and Sustainability**

Serving Diversity Of Humanity And Our Environment
- Implementing gender policies in all aspects of planning

- Gifts and concerns of indigenous peoples actively included in public awareness
- Participation in service of human and environmental sustainability

Innovative Standards Process For Authentic Citizen Participation
- A clear standard exists for citizen participation in our democracy
- Regular national commental workshops to influence government policies
- 500 + trainings done in Federal state etc government agencies
- Locals assuming responsibility for governance
- Working with the UN and other policy makers to facilitate consensus
- Web based participation in governance

Community Self Determination
- Multi faith groups working in local projects
- Localism matters
- Greater number and depth of diversity of people involved in creating communities of their choice
- Respect for the voices of the people
- Proud multicultural communities
- Increased proactive and mutual collaboration across communities
- Facilitators circuiting to communities and groups
- All ages (inter generational design and participation)

Inclusive True And Real Community Practice
- Increased participation
- In shaping the community life
- Formal and informal power sharing (all levels – state area, n/hood
- Community demograph
- ics reflected in change process

Column 5: **Professional and Grassroots Access to Skill building in Facilitation and Participation**

Participation Capacity Widely Availably Deeply Rooted In Society
- Every citizen a facilitator
- Participation is broadly practiced
- "Local" people trained in participatory methods
- Curiosity and engagement are rampant
- Women recognised as facilitation experts
- Build internal Facilitator capacity in local areas
- Young people trained as facilitators
- In school training
- Civility as a norm in homework
- Facilitation skills taught in schools

Competent Facilitators Everywhere
- Public facilitators for spontaneous action (we are coaches)
- Train facilitators at community level
- Manager/leaders employ facilitation techniques
- (facilitator)
- 1500 people in Sonora have taken TOP courses

Expertise In Facilitation And Participation Approaches
- Proficiency in integrative competencies of facilitation

- Multi approaches to participatory methods
- Localised cross – discipline networking

Column 6: Sustained and Inclusive Partnerships Driven by Facilitation and Participation

Easily Accessible Global Facilitator Network Emphasising Collaboration And Resource Expansion
- Regional continental networks forums of organised Facilitator teams
- Extend network of facilitators
- Facilitator exchange program network in place (structural /accessible)
- International network of host homes for "participation" travellers "
- Participation facilitation tradition exchange program
- Distributed team projects
- (multi-cultural, multi-location
- Electronic learning partnerships
- "participation Pals" (aka pen pals"

Personal, Professional, Organisational, Community Networks Every Where
- National networks of facilitators
- Online chat page of international eductors in different universities around the world
- Increased utilisation of variety of approaches systems and processes to deliver on purpose
- University of human communication
- Programs in which different universities host an international students conference annually
- Networking (Facilitator support group) mentoring/learning debriefing brainstorming
- Sub regional conferences of practitioners of participatory approaches
- Collection of methodologies from different entities

Sustained Inclusive Cross Sector Collaboration
- Cross sector collaboration
- Regular facilitated convening of inclusive cross-section on civic, political and economic concerns
- Corporations support employee volunteer service
- Move participation to new arenas eg cross organisations and business
- Partnerships multi sector
- Quarterly science educator peer exchange
- Balance knowing when to bring in special expertise and valuing personal wisdom
-

Column 7: Youth Fully Present in Participatory Leadership

Youth Leadership In Community Development Partnerships
- Youth (USA – Mex) binational organisation on the border
- Youth facilitative leadership network activated globally
- Security , health and youth community development
- Formal agreement with ICA friendship bridges agency
- No hungry children

Playful Youth Leadership
- Multiple participative events for youth
- Diversity (inc kids too) in design of participation
- Play stimulates participation in which builds relationships and communities
- Active participation that builds caring and sharing of young people
- International youth exchange programs

Column 8: Infrastructure to Document and Disseminate Best Practices in Facilitation

Free Flowing Information
- Regular publication of events and programs
- Database on participation methods and tools
- Evaluation frameworks shared on the Internet
- Case study results based on evaluation shared
- Database of definitions and indicators of participation

Established International Participation Skills Curricula
- Methodology for continuing professional education by participation
- Communicate methods improvement
- Participation/facilitation as a college curriculum
- APP A subject of the MBA
- United world college offers YFL in curricular
- Interactive learning practices in schools and workplace
- Methods, manuals to address gender issues within participation
- Facilitation taught to teachers who teach to kids

Develop And Publish Common Language And Practice
- Basic rules of procedures for unanimity published
- Handbooks on participation approaches published and publicity available
- Participation "rules of order"
- Common language in the field for the existence of collective organisms
- Strategic research and reflection ie field of participation

Column 9: Towards a Culture Where the Norm is Participation for Transformation

Culture Of Participation - A Paradigm For Participation For Transformation
- Participatory business meetings "CEO"
- Partnerships for participation across local institutions
- 4th sector is powerful
- Governmental agencies incorporated participation as bottom line for consultation
- Participation driven by desire to learn (not just influence)
- Participation the base for all sustainable processes
- Participative group-decisioning is common in organisations

Inner Wisdom Transforms Results
- Combining and engaging all voices to unleash inner wisdom of the whole
- Focus on results
- Moving from consultative to responding to local needs
- The whole seen to have its own life/history/vision and mirrors shadow of individuals
- Quantity and quality indicators of change developed

Area:	Sustained and Inclusive Partnerships Driven by Facilitation and Participation
Name:	**South/North America, Asia, Pacific, Africa, etc. Regional Networks**
Purpose:	International collaboration and networking
Outcome	Regional fundraising; Regional ITOP(TOT); Local summits and conferences; Support to new organisations
Benefits:	Sustainable and quality service delivery at regional level

Area:	Towards a Culture Where the Norm is Participation for Transformation
Name:	**Global – local connection exploring the alliance**
Purpose:	Link with info-base of civicus world alliance
Outcome	Increased awareness of opportunities and funding imaginal connection with movement beyond our personal efforts
Benefits:	1000 individual non hierarchal linkages

Area:	Towards a Culture Where the Norm is Participation for Transformation
Name:	**Indicators Of A Participatory Organisation**
Purpose:	Create and promote an evaluation measure/standard or code of ethics for what makes an organisation or institution participatory
Outcome	Draft of the "40" indicators of a participatory organisation
Benefits:	Common language, standards to help organisations implement participatory processes

Area:	Youth Fully Present in Participatory Leadership
Name:	**International Youth Leadership Development Conference**
Purpose:	To bring youth from around the world together to share experience and models positive participatory leadership
Outcome	International network of youths More youth participation in the field of participation
Benefits:	Establish new relationship among participants Improved awareness mong youth bout importance of participatory leadership

Area:	Youth Fully Present in Participatory Leadership
Name:	**Badges in Participatory Leadership**
Purpose:	To reward youth for training in participatory leadership methods
Outcome	Approval of organisation to begin badge process
Benefits:	Increase participation skills capacities in community increased participation in life of the community

Area:	Youth Fully Present in Participatory Leadership
Name:	**Youth led pre conference offerings at IAF May 2001 (Minneapolis) designed and led by YFL program graduates – Twin cities and 4 other locations.**
Purpose:	Advance and publicise youth's role in participatory leadership
Outcome	24 youth facilitators leading sessions' 300 adults impacted by their workshops
Benefits:	International requests for YFC training The culture of the IAF is changed Dramatic increase of youth in participatory leadership structures

These projects were proposed by the whole group and used for cross stream dialogue and final project development

Area:	Holistic Participative Techniques used for Social Change
Name:	**Document Holistic Participative Techniques used for Social Change**
Purpose:	create a project/s to increase use of wholistic participative techniques for social change
Outcome	One (1) collaborative project within a year
Benefits:	Working together with people who are using the Arts in community development; Test out spirituality techniques (spirit methods) in relation to social change

Area:	Holistic Participative Techniques used for Social Change
Name:	**International Participative Holistic Training Calendar**
Purpose:	To inform practitioners of the range of available training opportunities
Outcome	Web-based training calendar and feedback by E-mail from attendees and trainers
Benefits:	More people in our field exposed to new tools; Personal growth for practitioners

Area:	Infrastructure to Document and Disseminate Best Practices in Facilitation
Name:	**The Seminal Source**
Purpose:	Strengthen capacity to access the best available resources in facilitation
Outcome	Online learning community w/ web resource links, forums, chat, user resource evaluation
Benefits:	informed recommendation on nature of the infrastructure & what the next steps should be

Area:	Innovative Processes and Structures for Authentic Responsible Citizen Participation that Serves Diversity (Ethnic Groups, Age Groups and Gender) and Promotes Self Determination and Sustainability
Name:	**Connecting and Sharing Successes from Sustainable Community Development**
Purpose:	Enable the critical success factors/breakthroughs for broader application and adaptation
Outcome	Each success multiplies many times regionally and globally
Benefits:	We leverage successes without reinventing the wheel; We foster simultaneous proliferation

Area:	Innovative Processes and Structures for Authentic Responsible Citizen Participation that Serves Diversity (Ethnic Groups, Age Groups and Gender) and Promotes Self Determination and Sustainability
Name:	**Creating and Promoting Models for Responsible Citizen Participation**
Purpose:	Broaden people's sense of their possibilities thereby increase participation in government
Outcome	People clarify what it means to participate authentically/responsibly in their own governance
Benefits:	Governance of, by and for the people serving the needs of more people; People taking ownership of their own actions and results; Solutions created are more sustainable and in everyone's interest

Area:	Professional and Grassroots Access to Skill building in Facilitation and Participation
Name:	**Participation/Facilitation Skill building in Schools**
Purpose:	To create culture of participation in schools, by including in curriculum, practising it y teachers and administrators and encourage children and youth to use participatory methods and experience
Outcome	Kids grow up empowered to be effective in groups Suggestion boxes not the only input Staff student council, etc meetings by consensus Kids learns more Pilot curricula reflect best practice in participation
Benefits:	Professional and Grassroots Access to Skill building in Facilitation and Participation

The Current State of facilitation

Group input on the Wave

Boundary Ideas

Participatory evaluation as well as planning

Time for stories

Beyond methods – integrating

Concept of cheerleaders – folks who inspire new ideas

More silent reflection time

Growing sophistication/when to use what

Cooperation between agencies

Web based facilitation and collaboration

Rewarding risk taking

Financial transparency – link to open book management

Shared wisdom and space – image on behalf of the whole

Images in music

Virtual vs. face to face

Silence is also participation

Recognizing multiple intelligences

Letting go of control

Participation as a means and an end

Chaos/self organizing principles

Get out of the way

Emerging

Consensus decision-making

Referendums

Graphic recording

Body movement

One size does not fit all

Open books management

Cooperacy – participating in shaping vs. conflict – we have responsibility for shaping our circumstances rather than expecting others to do so

Restoration of society rather than reparation of the individual

Emergence of the disenfranchised

Inclusion particularly those d we not want

Increasing use of technology

Fluid alignment of decision-making structures

Groups and organization seek and get outside support

Process facilitation that gets results

Dialog instead of debate

Computer assisted facilitation (online and in person)

Sustainability and effective implementations depends on participation

Participatory mindset in corporate culture

Learning communities of practice – places where people come together to learn from each other and continue to learn

Spirituality in organizations

Established

Empowerment and permission to question

Synergy building – individually & interpersonally,

Facilitation competencies

Change and risk management

Whole brain learning

Openness and transparency

Partnerships and consultative relationships

Diverse stakeholder input

Unstructured meetings

Asking questions and listening

Input/consultation – someone else decides

Expert has answers and dictates (pacific rim)

Use of facilitators for visioning, strategic planning, problem solving

Dying

Expert has all the answers

The leader has the answers; Sage on the stage

Suggestion boxes

Starting with process vs. the strategic issue

Authoritative\ leadership – command and control

My way my style process – inflexible

Majority rules decision-making

Public agencies as responsible cradle to grave

Short-term quick fix remedial trainings

Personality tests

Poverty vow for non-profit commty-based employees

Robert s rules of order

Command/control organizations

Touchy feely facilitation

Ten years ago

One cycle back –

No Internet or web

Ten Years hence

More about reflection, intuition

Things will move forward – new boundary ideas

Youth trained in facilitation skills

More emphasis on individuals being trained beyond their own fields

Daily quick changes a normal part of life

Facilitation will be more regional, broader in context

Dying becomes boundary

Link via Internet to get case studies that support planning facilitation, etc.

Facilitation a role played by many people, not just a profession

Risk of losing personal contact because of impact of technology

Organizations will be self-facilitating

Common facilitation skills transferable to other locations

Real time input on how well we're doing financially that it will become background instead of a stumbling block

What implications does this hold for us?

How can we hold the value bound in facilitation as facilitation dies?

More public money will be spent on development of institutions rather than projects

TO make facilitation work each of us must understand how /where to apply it in the different cultures and places we live? – Cultural sensitivity

Push the edges of participation and facilitation

Make sure we use technology in meaningful/usable ways – not just surveying people

Facilitation can lead to much greater equity in society

How to keep track of different methods and keep methods relevant

Quality and quantity of participation

Be ready to grab the big waves

Facilitation skills taught in schools – part of educational curriculums

Is there a direct line of effect between participation and facilitation?

Participation to what end?

How can facilitation lead governments to reduce dependency on military expense?

APP Stream Report
Closing Reflections

Topics Covered

Learnings

Networks established

Engaging youth in issues

Emerging environmental concerns

Proud moments

Success Stories

Electronic facilitation

Breakthroughs and Challenges

Keeping the distinction between participation and facilitation

Keeping it applicable to global

Expanding my partners

Summit or a training

Shifted image from facilitated decision making as a local phenomenon to facilitation as a global strategy

Fac as evoking and enabling authenticity

Conclusions on the Stream and the whole

How do we position facilitating participation as the norm in society

Refined our communications network

We are part of a participation movement

Importance of passing it on to the next generation

Questions the stream is left with

Participation to what end

What are the values that hold us together

What is our responsibility

How do we begin to facilitate on global issues

What gifts cn this group provide on global issues

How to have facilitationless participation. The role is resident in the field

Next Steps

Master Image

Hanging ten on the wave

Commons

Precocious 5 years old getting ready for first day st school

Acting with patient urgency

Web connections, fragile small sticky, big, looks grey sparkles like diamonds in rain

A net of technology

E-Participation Exposure

The APP Stream arranged a demonstration of electronic facilitation and participation using Dream Team Technology. This took place in the Computer Lab at the University of Denver for a 2 ½ hour time slot. The 70 plus participants grouped around 27 computers and a large screen at the front of the room showed what was on our monitors.

Dream Team Technologies adapted their process in collaboration with APP Stream leadership to facilitate this session. The exercise was to demonstrate one example of an E-technology application.

The exercise used the question of learnings about participation as the catalyst to generate ideas. The process involved the following steps:

1. Listing of learnings – Individuals wrote down the learnings about participation that they have experienced in the last d6 months. Groups of 3 people then chose 10 top learnings and entered them into the computer.
2. Identify categories – The group read all 270 learnings or pieces of data aloud. The group then brainstormed categories of learnings on a flipchart. The operator entered the categories into the computer system.
3. Group learnings into categories – In this step, groups of 3 people worked with different parts of the list to organize the 270 learnings into categories. Each group moved the learnings assigned to them into the category of their choice. The categorized list was then printed out and distributed to the group.
4. Summary of Each Category – Small groups were assigned one category and the associated learnings and drafted a short paragraph to describe the data.

Reflections of the Experience

I was impressed by the speed of generating the data – We generated 270 items in 7 minutes!!!

I liked working in groups of three around the computer."

It was exciting to see the group's entire list appear on the big screen.

Hearing all the 270 pieces read out loud made a real impression on me.

This is the FIRST time I have touched a keyboard and I am scared!

We didn't allow enough time to do the categories comprehensively.

Too many time restraints to adequately classify the categories.

There was no discussion of the categories.

This was a great experience but this technology has a ways to go.

This is the first time I have used technology this way and it has given me new ideas.

Future Actions

Understand Available Technologies -- To explore and identify available and emerging electronic facilitation and participation technologies, we will initiate a list of technologies on the website and invite others to explore and evaluate these and others they discover.

The Learning Database – The list generated by the APP stream will be transferred to ICA Canada. Other organizations and individuals will be invited to add learnings to this list. This then will be fine-tuned and recategorized. This invitation will both amplify our data base on learnings and give others an opportunity to experience the process.

Links suggested by APP Stream Participants

Name	Link
Institute of Cultural Affairs USA	http://www.ica-usa.org
Institute of Cultural Affairs: International	http://www.icaworld.org
International Association of Facilitators	http://www.IAF-WORLD.org
Institute of Cultural Affairs UK	http://www.ica-uk.org.uk
Institute of Cultural Affairs Canada	http://www.icacan.ca
International Association for Public Participation	http://www.iap2.org
	http://www.L2000.com
	http://www.AMAUTA.ORG
	http://www.mnfacilitators.org
	http://www.dannemillertyson.com
	http://www.bizstorytellers.org
Unfolding Futures	http://www.ozemail.com.au/~unfolfut
Institute of Cultural Affairs	http://www.ozemail.com.au/~jago
	http://www.ecircles.com
	http://www.egroups.com
	http://www.delphi.com
	http://www.teamwave.com
	http://www.gdss.com
	http://www.ventana.com
	http://www.hotoffice.com
	http://www.sametime.com
	http://www.eroom.com
	http://www.involv.com
	http://www.placeware.com
	http://www.microsoft/netmeeting
	http://www.intranet.com
	http://www.quickplace.com
	http://www.teamroom.com
	http://www.communitytoolbox.com
	http://www.netage.com
Civicus	http://www.civicus.org
	http://www.
	http://www.

SUMMARY OF THURSDAY, AUGUST 3, 2000 FOR ART AND PRACTICE OF PARTICIPATION

A full day for the Art and Practice of Participation Stream included:

- Reports by table of site visits from Wednesday and sharing of some stories from the day
- Discussion of the product and process of a computerized facilitation session to discern our Stream's Learnings about participation
- Bringing together of the three vision workshops from Tuesday and pushing forward the nine clusters of data by inviting nine 'teamlets' to identify and name the elements of our vision
- The Stream as a whole reviewed the work of the 'teamlets' for clarity and concreteness of our vision and after extensive discussion agreed on nine practical vision elements
- A room walkabout resulted in a list of projects and possible collaborations for each vision element
- Stream members self-selected and then wrote in small teams their selected projects which they then reported on to the Stream for clarification and feedback

After discussions with representatives of all the Streams this evening, Friday will be devoted to further work on project implementation within our Stream and in collaboration with other Streams.

APP Stream
Friday Selected Ongoing Projects

Project One: **Resource Scan (aka Seminal Source)**

Possible Action Steps:
1. Invite all APP Stream participants (whole conference?) to a web-based learning/collaboration site
2. Collect from participants
   A. Names of organizations who might be doing this already
   B. Educational institutions with related programs
3. Contact A. & B. above to determine/explore common interests
4. Informed by/depending on results of #3
   A. Collect from participants
      1) Web & electronic & print resources
      2) User assessment/evaluation of the resources
   B. Discuss on-line among participants
      1) What an infrastructure could be
      2) What next steps should be

Project Two: **InterAssociation Task Force**

An interassociation task force has been formed by leaders of the ICA, IAF, IAP2 and other similar participation promoting groups, to explore ways to create and grow better inter-institutional partnerships. A listserv will be created next week as a platform for these discussions.

On our first day, we gathered as the Art and Practice of Participation Stream, some seventy plus people strong. Our space was replete with blue sticky walls, several floor fans (it is very hot in Denver right now) a PA system with mikes on long cables and a small group table setting.

After a short welcome, quick introductions and an opening context, we introduced ourselves in greater depth at our tables, using the Dannemiller Tyson Getting Connected exercise. This was followed by working as table groups on elements of a skit which each Stream will be performing at our Closing Celebration.

Sharing these often highly participatory skits with the whole Stream continued after lunch, and a volunteer team was constituted to pull elements together for our part of the drama at the Closing Celebration.

We then used ICA's Wave Method to look at Established, Dying, Emerging and Boundary ideas in participation and reflected on the implications of the product we had generated. To view this product, click on The Wave under Documents in this APP section of the Conference website. The afternoon concluded with us breaking into smaller groups for sharing some of our recent success stories in participation.

ART AND PRACTICE OF PARTICIPATION

Stream Partner Profiles

DANNEMILLER TYSON & ASSOCIATES (DTA)

DTA is a virtual company presently composed of 11 senior consultants. Kathie Dannemiller and the late Chuck Tyson started the company in 1981 when they were working on change processes with Ford Motor Company. DTA invented a whole system change process called Whole-Scale™ Change. The Whole-Scale™ methodology incorporates and builds on previous approaches developed by DTA including Real Time Strategic Change and Real Time Work Design™.

DTA Representatives

- Sylvia James

- Lorri Johnson

Special Thanks To:

Allen Gates and Leigh Hennen

IAF Representative

- Sunny Walker

Special Thanks To:

Chris Larson Renquist

INTERNATIONAL ASSOCIATION OF FACILITATORS (IAF)

Founded in 1994, the IAF emerged from a group of professionals who recognized facilitation as rapidly growing profession, taking its unique place alongside consulting and training. The IAF is a membership organization, with over 1,000 members in over 20 countries. The mission of the IAF is to promote, support and advance the art and practice of professional facilitation through methods exchange, professional growth, practical research, collegial networking and support

INTERNATIONAL ASSOCIATION FOR PUBLIC PARTICIPATION (IAP2)

The International Association for Public Participation was founded in 1990 to advance the practice of participation. IAP2 is an association of members who seek to promote and improve the practice of public participation in relation to individuals, governments, institutions, and other entities that affect public interest in nations throughout the world. IAP2 is made up of a diverse and growing group of people who design, implement, use, and participate in public participation processes.

IAP2 Representative

- Dr. Martha A. Rozelle

Special Thanks To:

DeAnne Butterfield
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ToP Trainer Network Representative

- Michael Gough
- Lynette Jones

ToP ® TRAINER NETWORK

The ToP® Trainer Network is a community of professionals committed to promoting and transferring Technology of Participation programs and methods. The Technology of Participation® encompasses unique tools and methods for facilitating groups. Members of the ToP® Trainer Network work to integrate participation into organizations and communities, meet annual with other ToP® trainers/facilitators for continuous learning and peer exchange, and engage in research and development of new ToP® curriculum.

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