

Communal Intelligence and Diversity Consciousness

Presenter: Pierre Morin, he/him/his

New Frontiers in Process Work: IAPOP Conference
2018, Dublin

Need for collective input



Outline and questions I want to address

What does Communal Intelligence mean for:

- Individual personal development
- Work with the consumers/clients
- Teamwork
- Our work as part of organizations and systems

Agent & Target Group Memberships



My own diversity



**and agent and target group
memberships**



Meet Shirley



NORMAL

Thesis

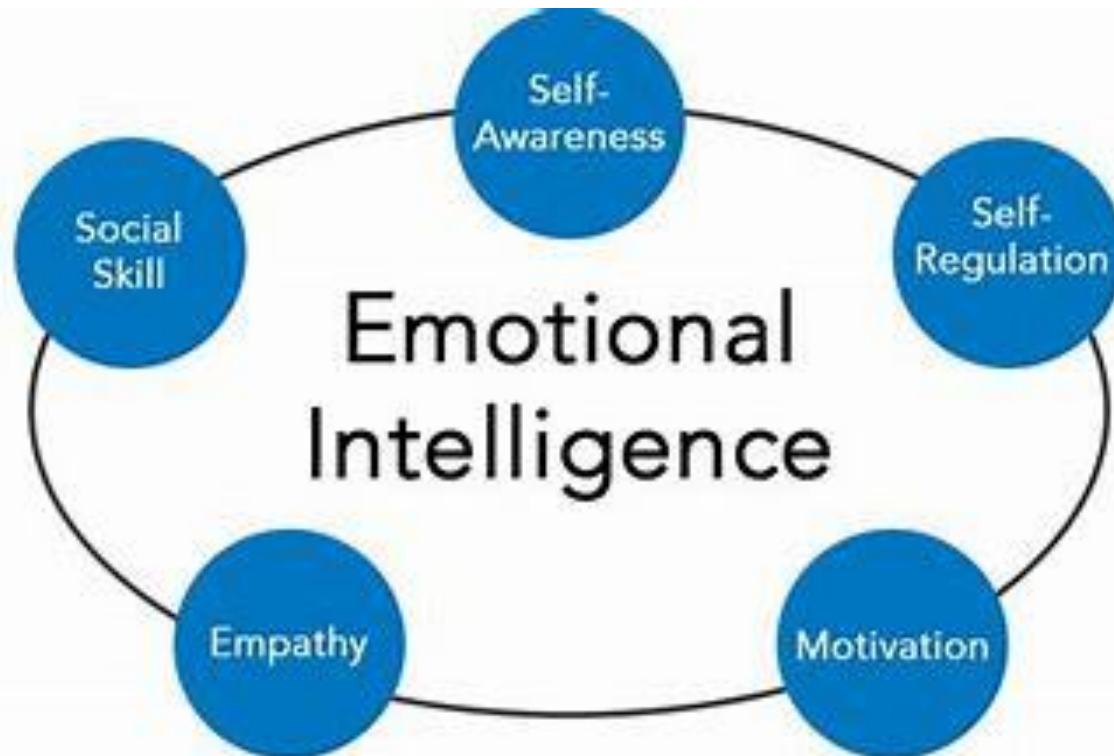
- We need diversity consciousness and “communal intelligence” to develop trusting and sustainable relationships and liberate us from oppression.
- Institutional racism, segregation and lack of communal intelligence create social & health disparities and are the leading causes for premature death.

Multiple intelligences

- **Emotional**
- **Social/Cultural**
- **Interpersonal**
- **Collective**

Emotional Intelligence

The ability to put oneself in someone else's shoes and process emotions and conflicts.



Empathy

Cognitive

Emotional

Compassionate

Knowing what the person feels, feeling physically along with the other person (mirror neurons), being moved to help

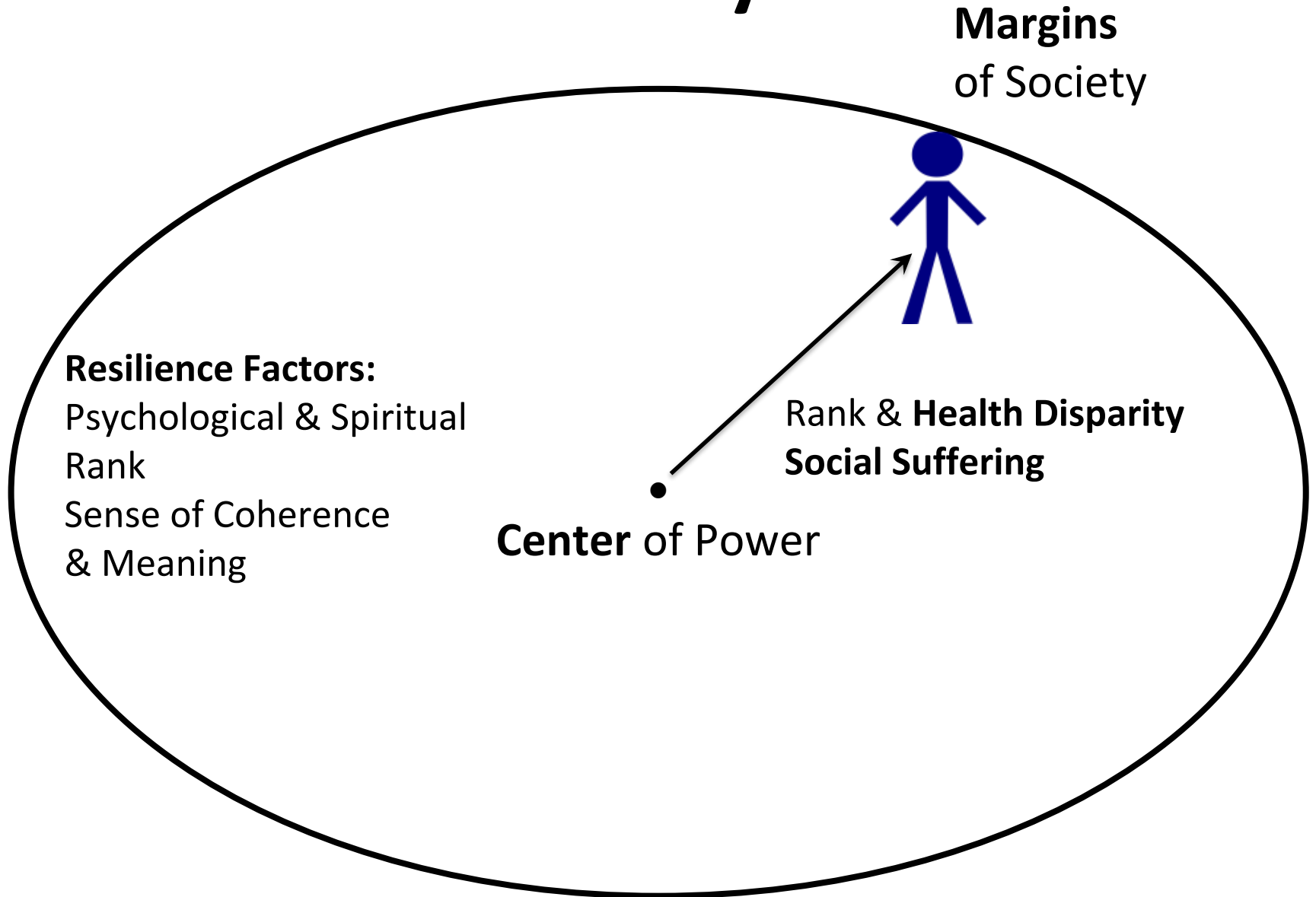
Communal Intelligence

Emotional Intelligence plus:

- **Diversity**
- **Anti-oppression**
- **Intersectionality**
- **Rank and power**
- **Process awareness**
- **Taking the other side**



Rank and Centrality



Typical elements of **power** and **rank**

- **Dispositional/personal**

- **Social**

- **Psychological**

- **Spiritual or Transpersonal**

} **Power**

- **Situational/contextual – (Status)**

- **Systemic/structural**

- **Social**

Signals of High and Low Rank

	<u>High</u>	<u>Low</u>
• Voice	Strong	Low
• Eye Contact	Good	Avoidant
• Distress Tolerance	Good	Impaired
• Self Esteem	Good	Impaired
• Anxiety	Absent	Present
• Conflict Management	Good	Impaired
• Defensiveness	Less	More

Social assignments that come with high rank & centrality in Portland?

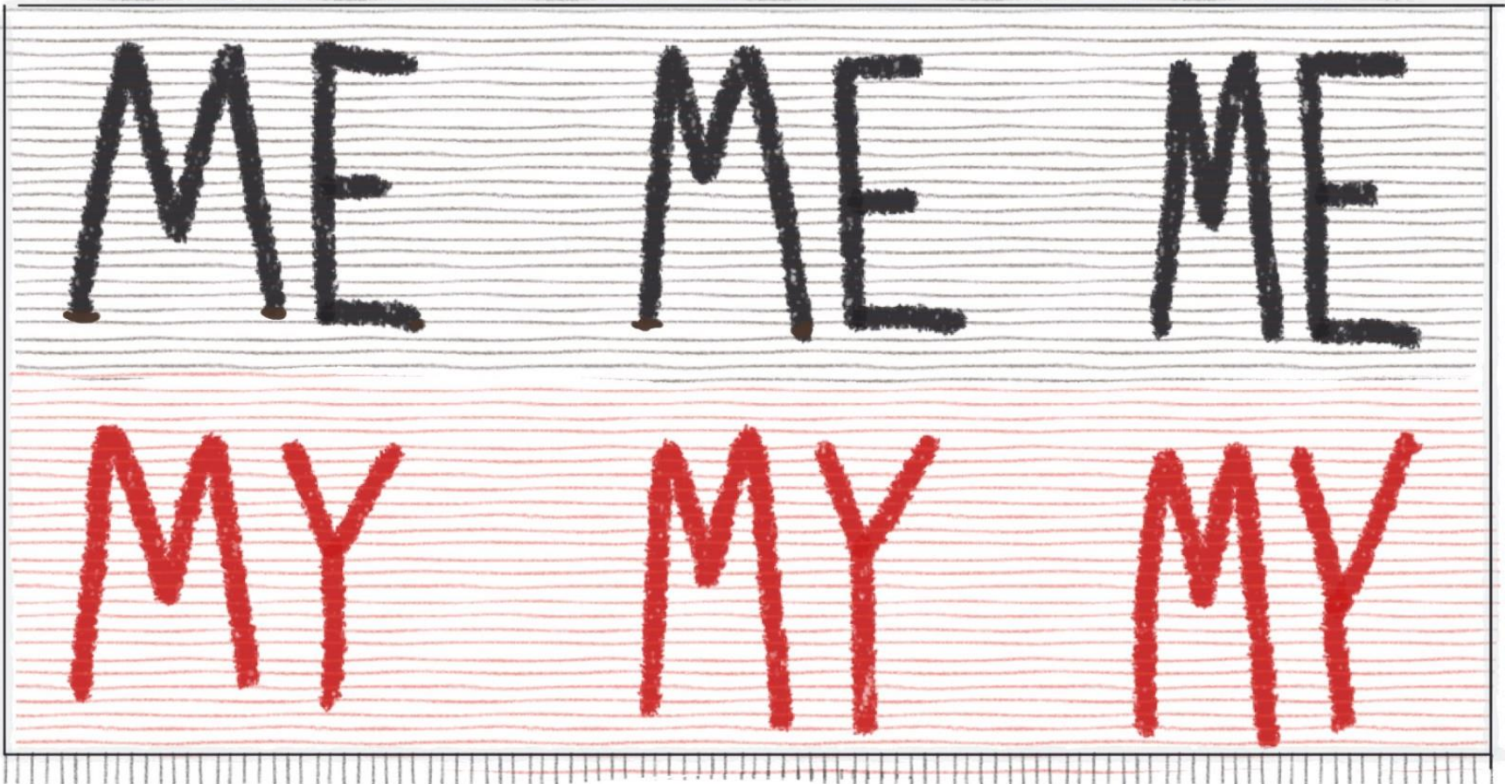


Social rank

The system under which some of us are systematically valued more than others.



My -ism; Your -ism

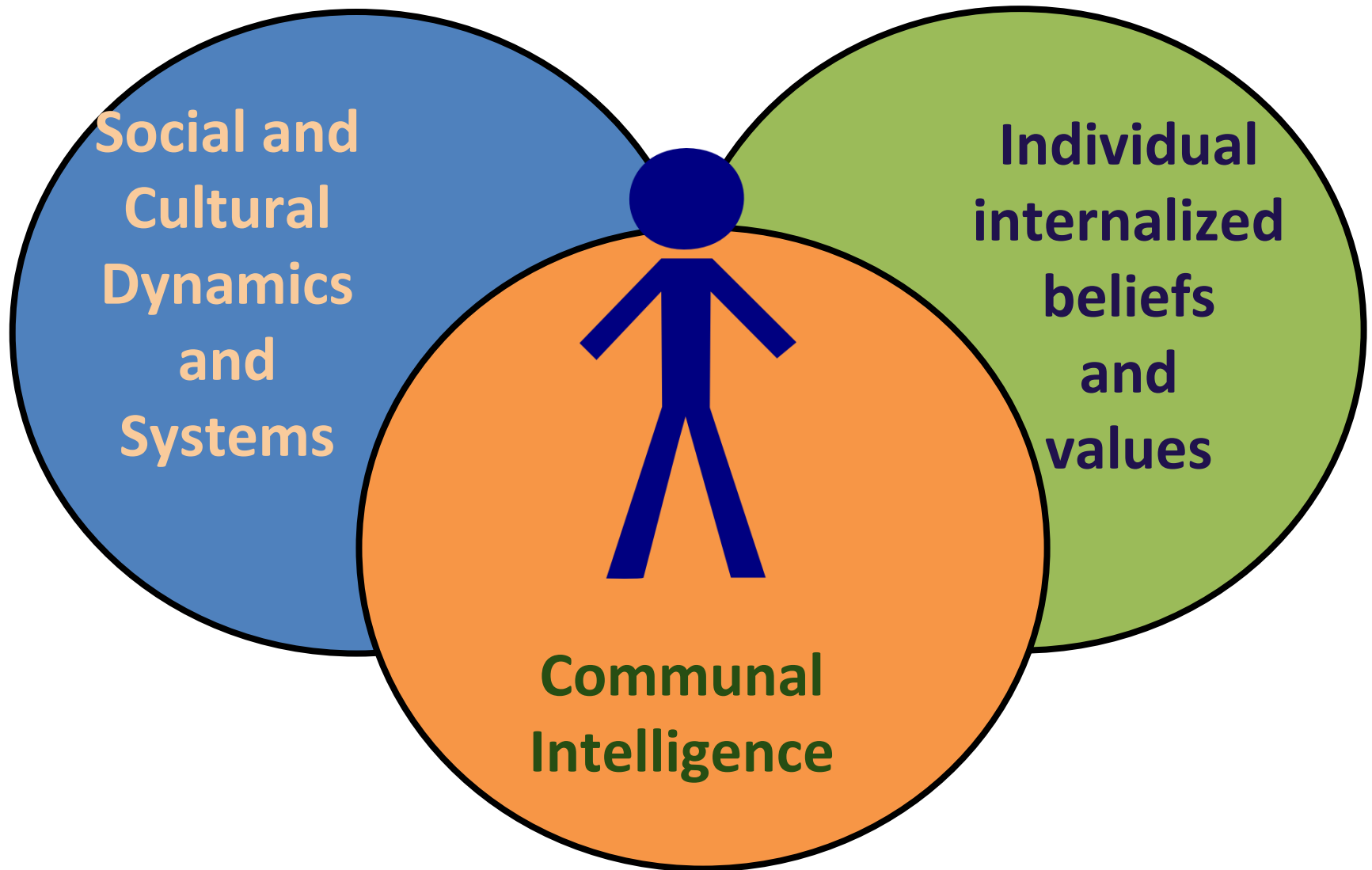


VS. OUR? ... 

A dense, repeating pattern of black and white striped fish, likely a species of surgeonfish, swimming in a river. The fish are arranged in a grid-like fashion, moving from left to right. A white banner is overlaid at the top of the image, containing the text "River of unconscious rank" in a bold, black, sans-serif font.

River of unconscious rank

Triple impact of **power** and **rank**

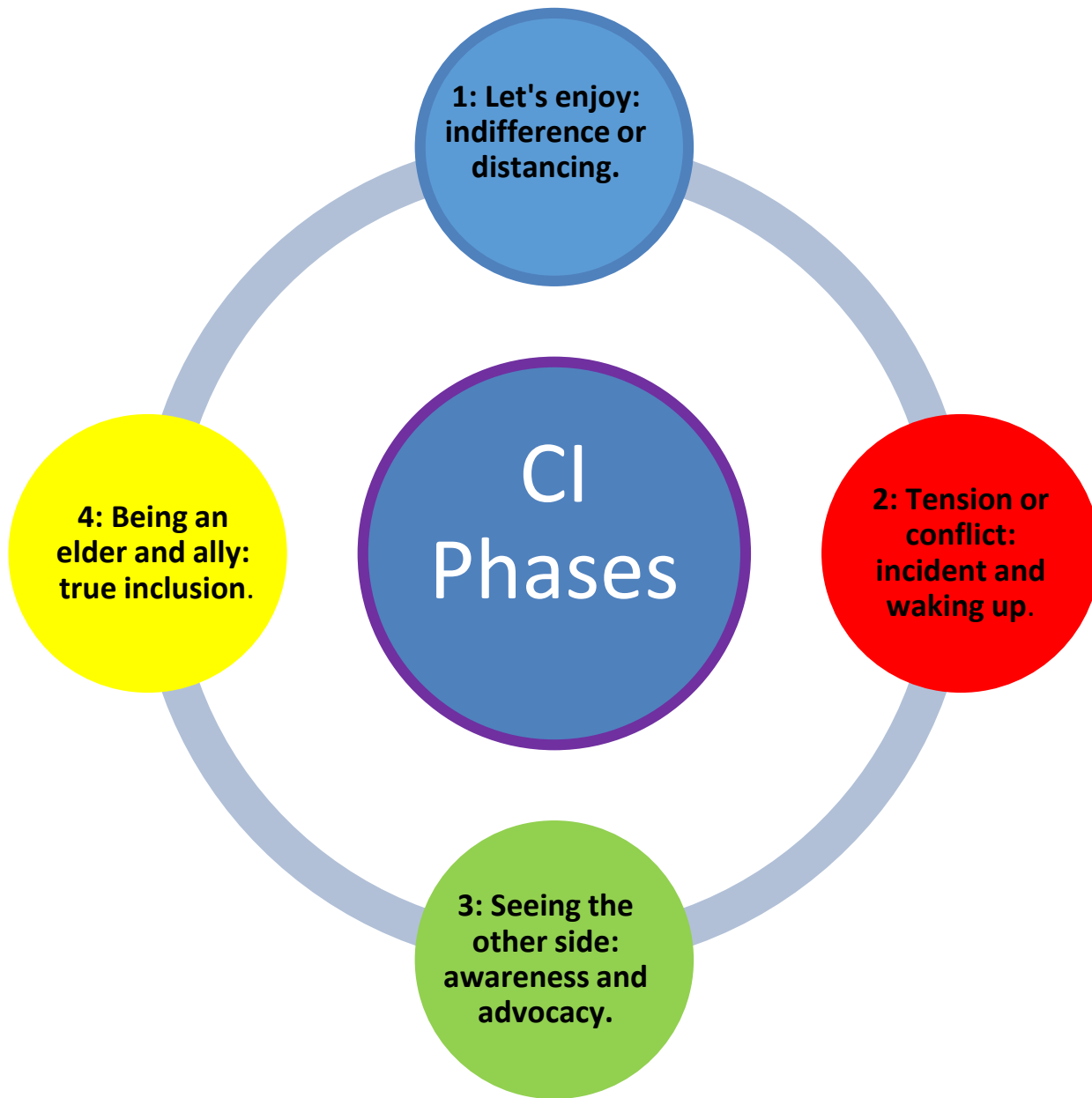


Levels of impact of power & rank

- **Institutions, organizations, social arrangements, policies, practices**
- **Interpersonal or relationships**
- **Internalized beliefs, values and ways we treat ourselves**

Exercise in groups of 4

- Share a personal story that made you aware of your own diversity
- Share one family story that may contribute to some bias
- Share one area you feel you have low rank and one you feel you have high rank
- How does your rank impact your relationships in the workplace, at home etc.?



Intersectionality

Definition: Overlapping or intersecting social identities and related systems of oppression, domination, or discrimination

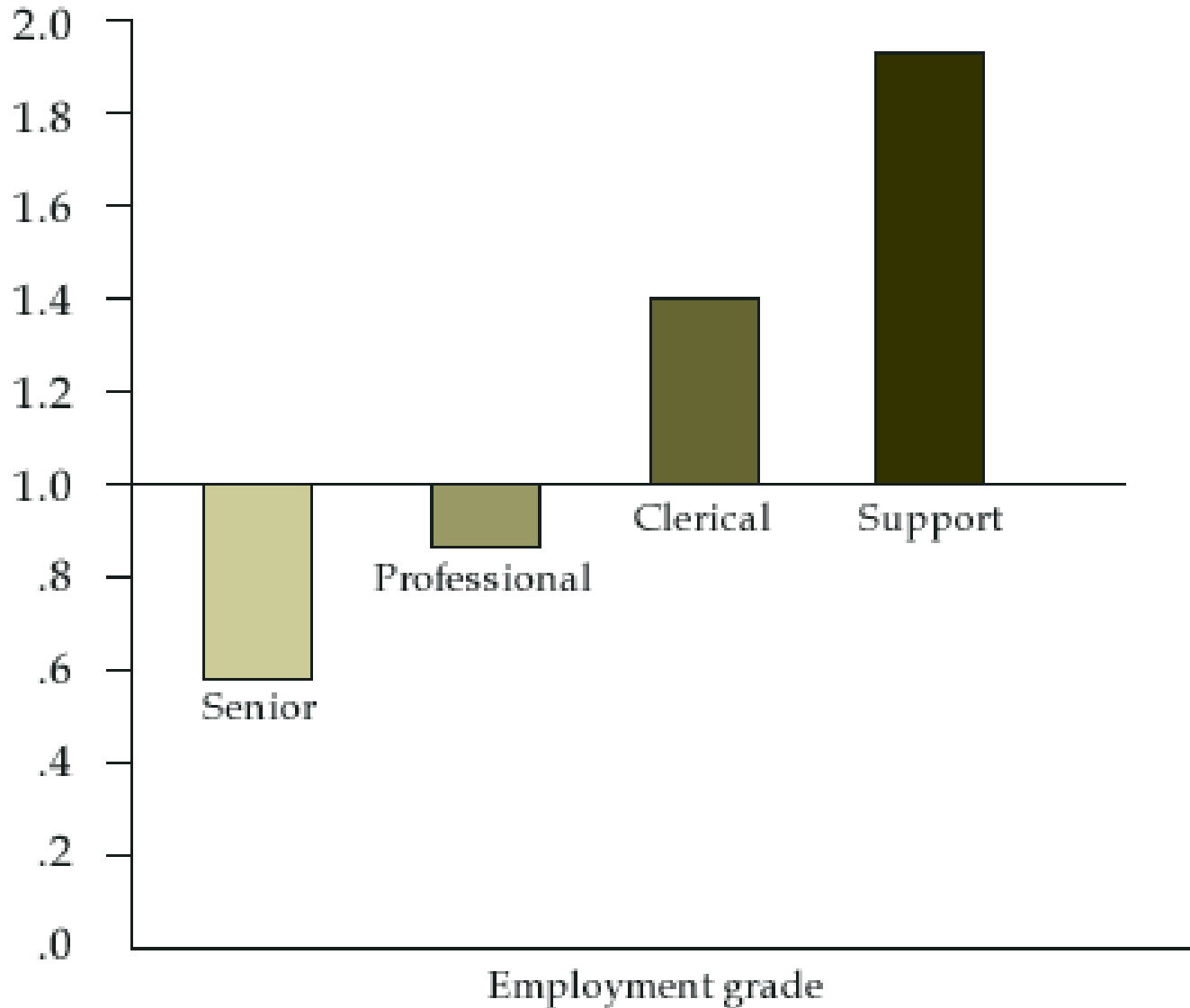


Health Disparities:

Whitehall Study



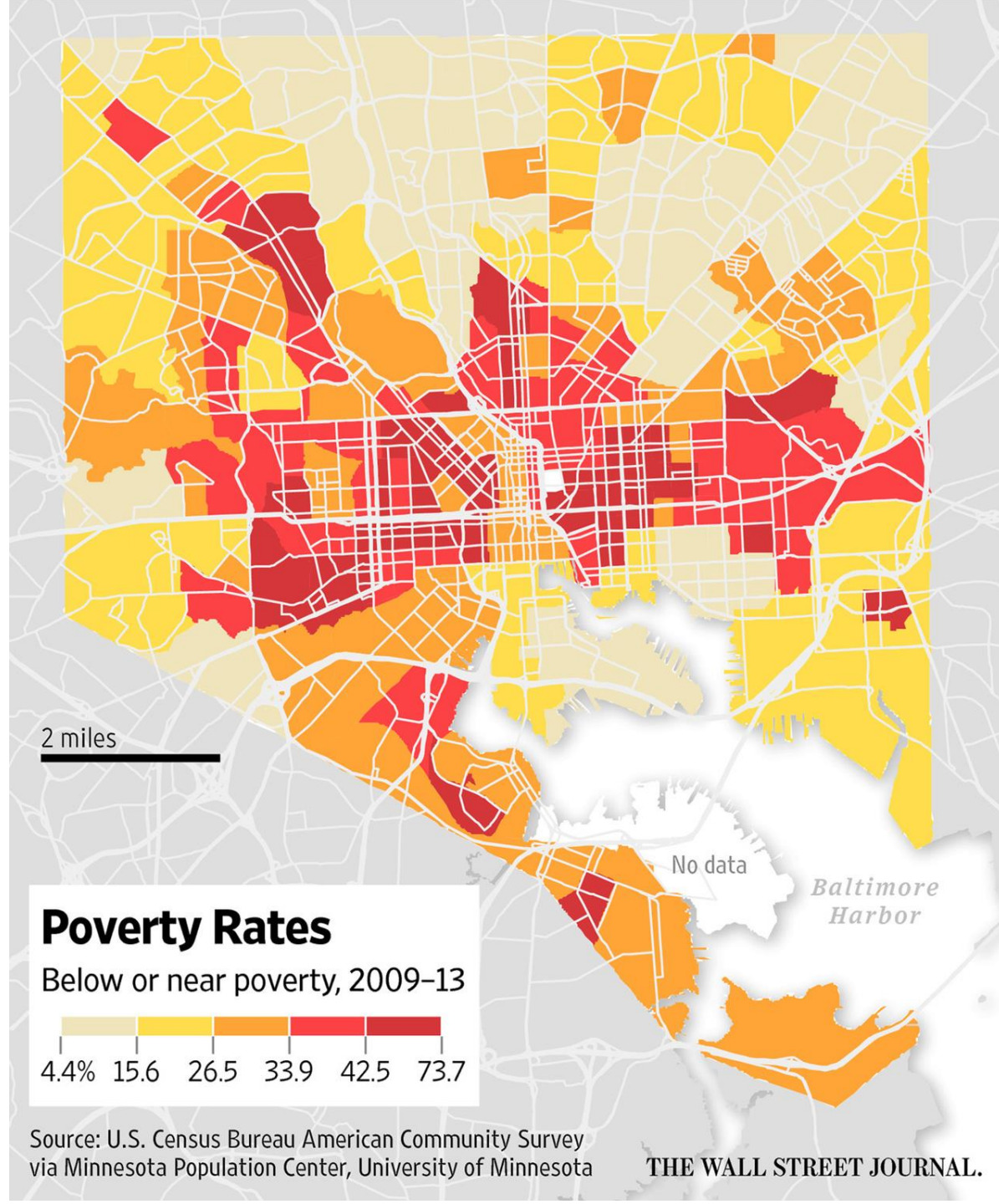
Mortality By Grade Among British Civil Servants



An Expanding Longevity Gap



Geographic Health Disparities/ Segregation



Adverse Childhood Events (ACE) Adverse Community Experiences

Childhood abuse, neglect, trauma leads to poor health outcomes

Community based trauma leads to poor health outcomes

(Micro)aggressions through epigenetic pathways impair people's physiologies.

CI & Social Action

Personal development

Personal empowerment & resilience

Positive epigenetics

Social action & anti-oppression

Social entrepreneurship & change makers

(Bill Drayton)

Communal intelligence skill set

Knowledge

Awareness



Behavior

Practical tips



What's in it for agent members?

- How have you been negatively impacted by systems of oppression, even when you're on the "benefitting" side?
- How would you benefit from the success of freedom/anti-oppression struggles or increase Communal Intelligence?
- Internalized values/oppression



Resources

Leticia Nieto: **Beyond Inclusion, Beyond Empowerment.** Cuetzpalin Publishing, Olympia (WA), 2010/2014

Sridhar Venkatapuram: **Health Justice.** Polity Press, Cambridge, (UK), 2011

Andrew Solomon: **Far From the Tree: Parents, Children and the Search for Identity.** Scribner, New York (NY), 2012

Arnold Mindell: **Sitting In The Fire: Large Group Transformation Using Conflict and Diversity.** Deep Democracy Exchange, Florence (OR), 1995, 2014

Pierre Morin: **Health in Sickness, Sickness in Health.** Deep Democracy Exchange, Florence (OR), 2014