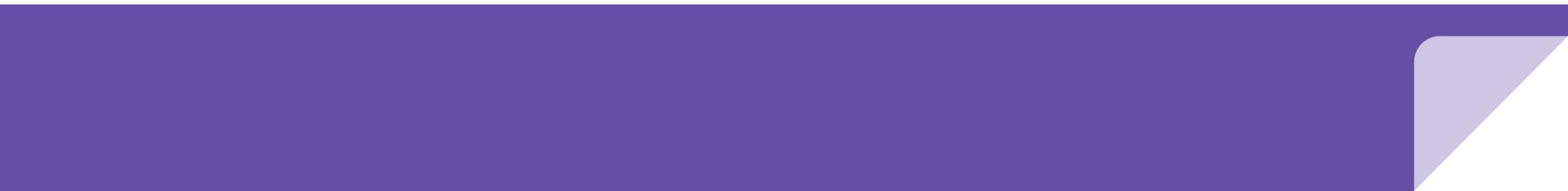


# Relational Uprising



# Goals for Today



## Learn and Grow

- Share knowledge and experience around culture, oppression, and justice.
- Develop shared concepts and language.

## Build Community

- Strengthen our relationships by supporting one another to learn and grow.
- Reflect together on the culture we have and the culture we want.

## Take It Home

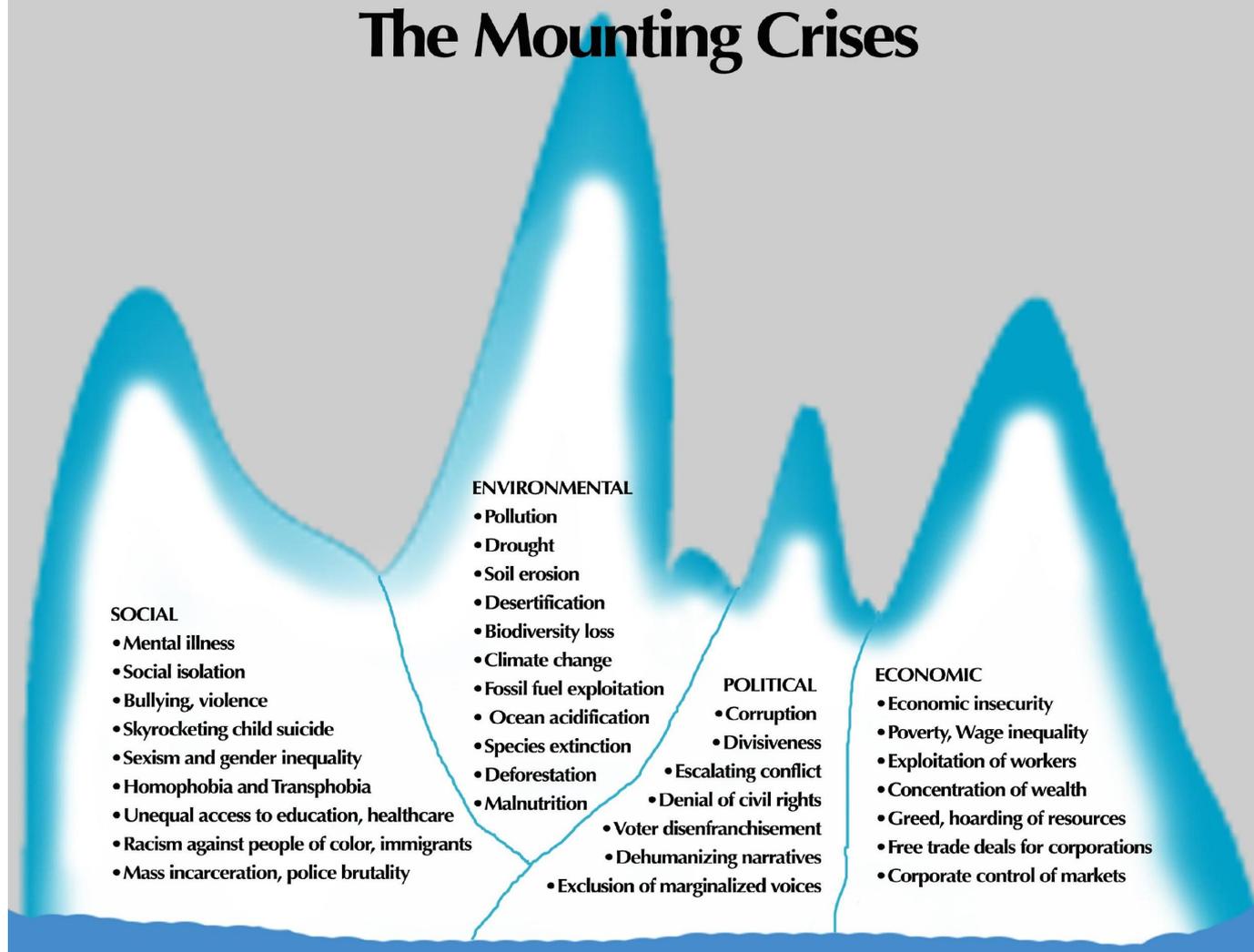
- Develop a shared story that reflects our values and honors the people and cultures who have come before us.
- Generate tools for creating safe, inclusive culture in our classrooms.

# Earth Care - People Care - Fair Share

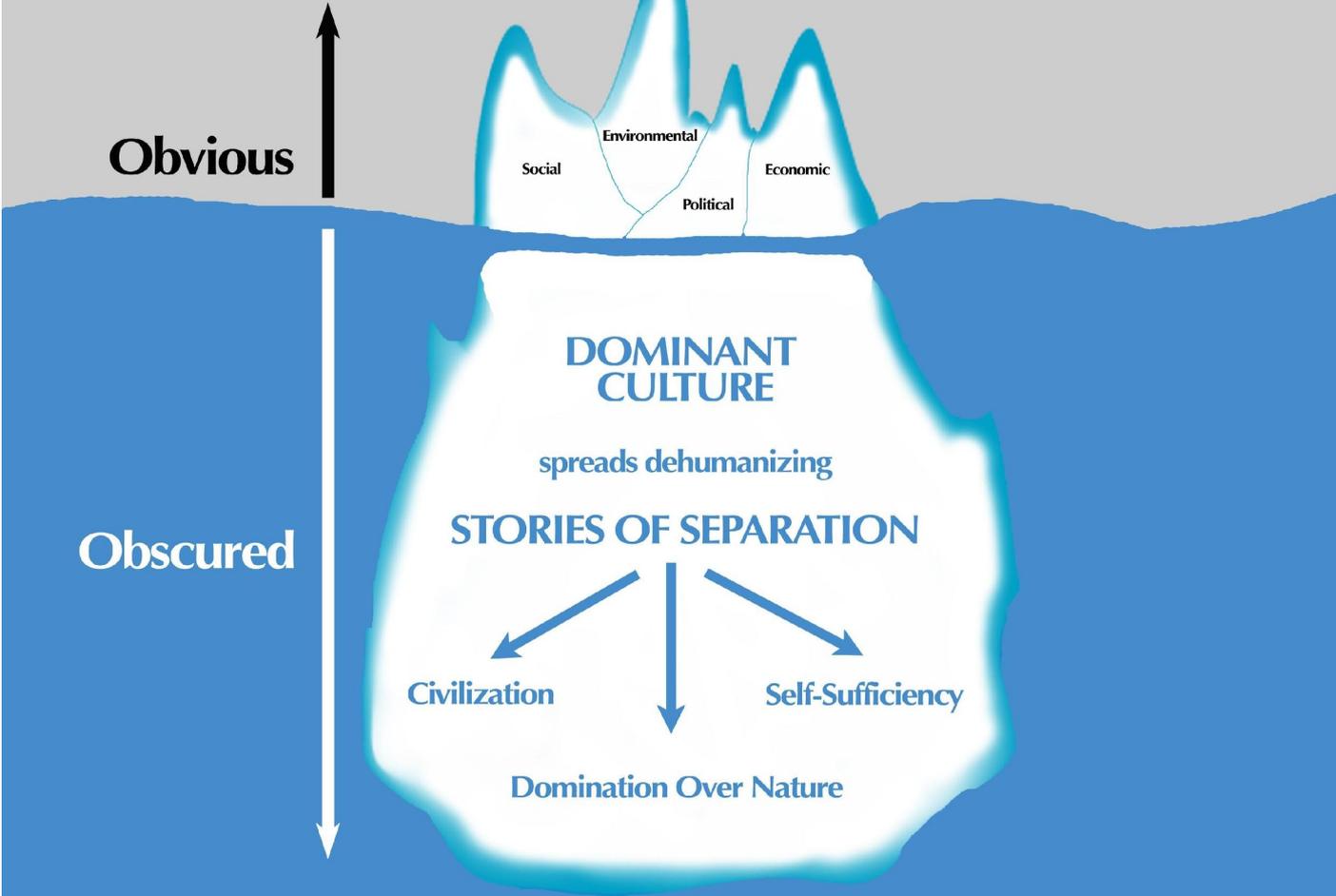
## Warm Up

Share your favorite Memory of teaching  
Permaculture (<1 min)

# The Mounting Crises



# The Cultural Iceberg

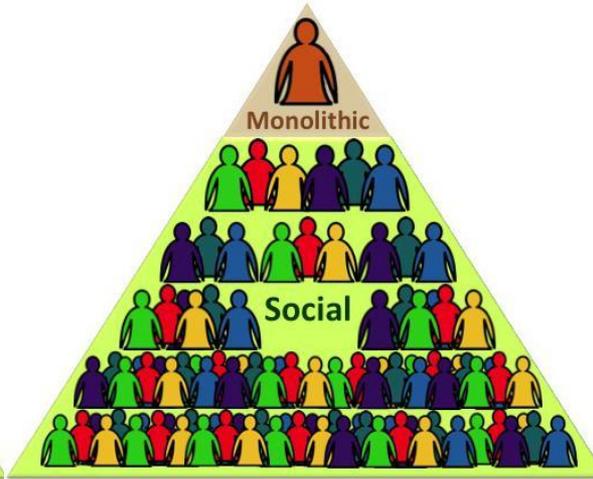


## Domination over Nature



Alienation from  
Nature and Body

## Civilization



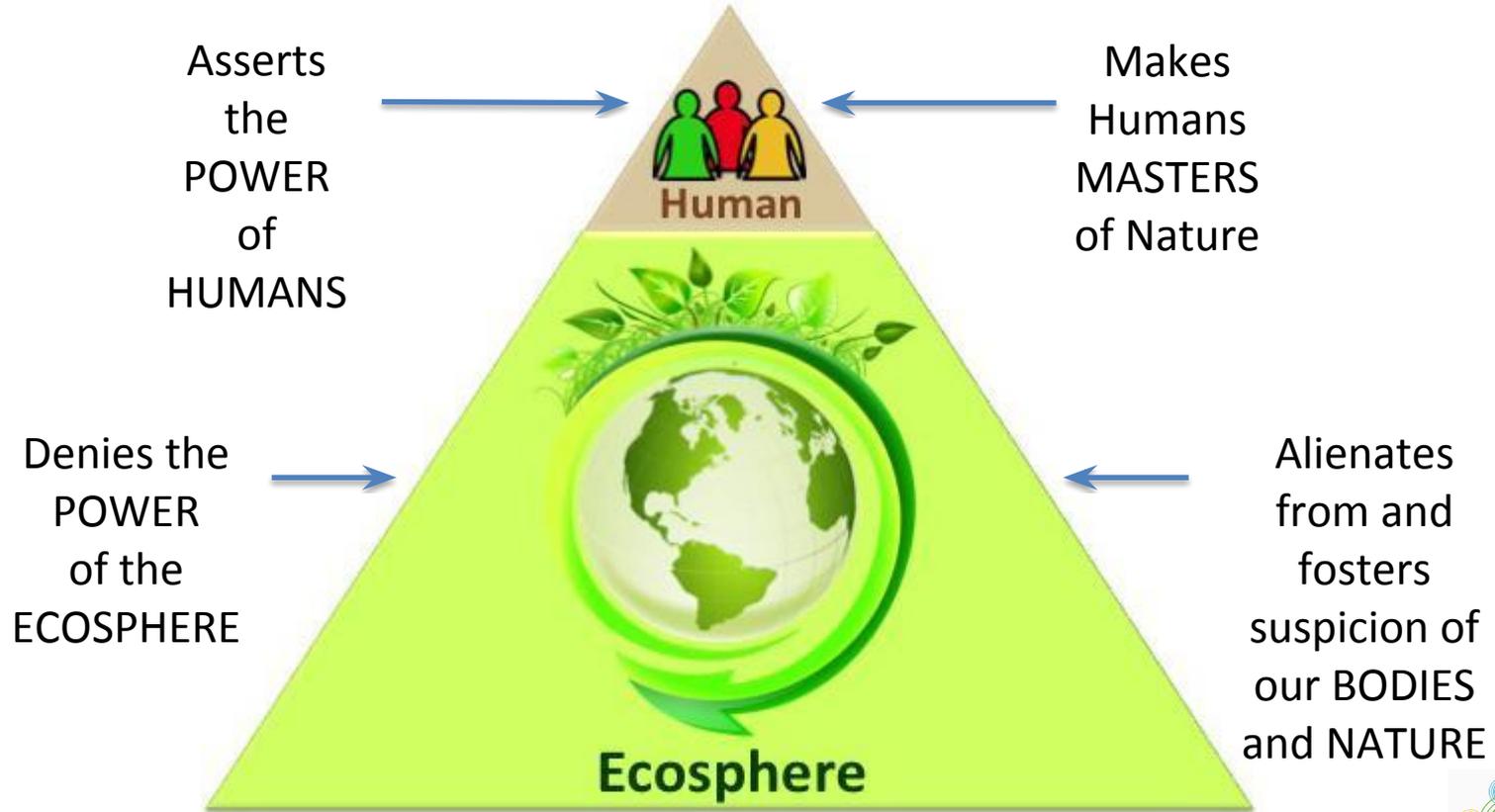
Alienation from  
Marginal and  
Diverse Voices

## Self-Sufficiency



Alienation from  
One Another

# Story of Domination Over Nature



## Domination over Nature



### Sayings:

This land is my property, I'll do with it what I want!

Don't be immodest.

No pain, no gain.

Beauty is pain.

Mind over matter.

### The Story Goes like this:

- Humans are superior and have outsmarted and transcended nature.
- We rightly control and dominate our natural environment. We are entitled to do so in any way that creates benefit for us.
- As for our bodies, they are shameful. We must control, subdue, and eliminate our wild and primitive impulses.
- Nature and the body are commodities we can exploit.

## Domination over Nature

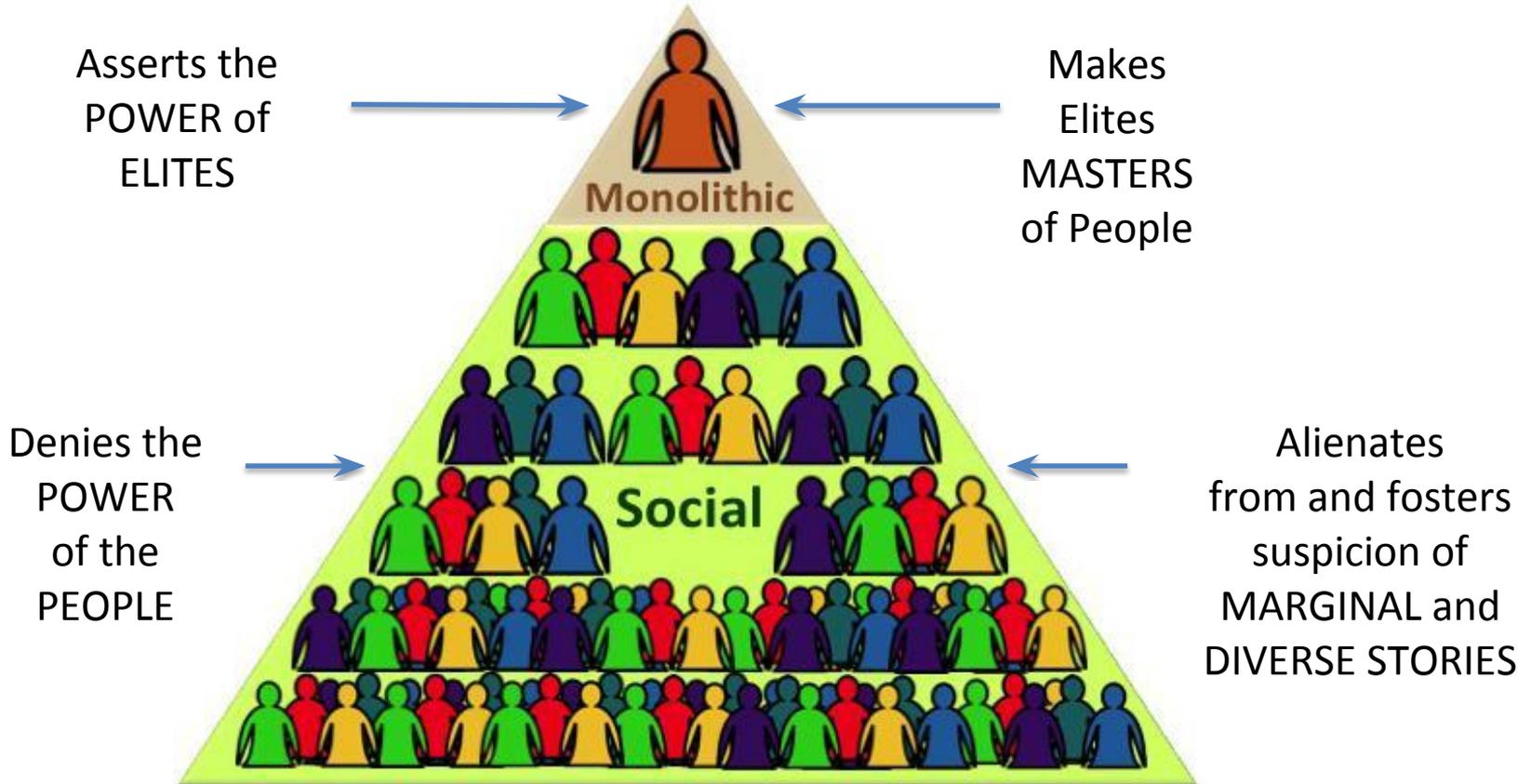


# What's wrong with this story?

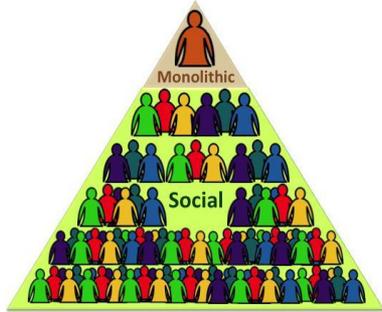
- This story fundamentally misunderstands nature and the conditions for life.
- It has led us to an extractive relationship with the earth that has diminished its diversity to the point that we are at the brink of destroying our home.
- We are so entangled with nature that everything that happens to the ecosphere (aka whole living planet) is also happening to our bodies.

- Individuals can't be healthy as long as the ecosphere is polluted and unhealthy.
- This story leads to an approach to health as a personal endeavor, rather than a communal or environmental one.
- It focuses on what's wrong with the individual, and doesn't appreciate that we are each a signal of a much bigger field.
- It has left us with violated, desensitized and immobilized bodies, striving toward unattainable ideals of wellness, fitness and beauty.
- We need the vitality, mobility and sensitivity of our bodies.

# Story of Civilization



# Civilization



Alienation from Marginalized  
and Diverse Voices

## Sayings:

This nation is a melting pot.

Those people are savages and thugs.

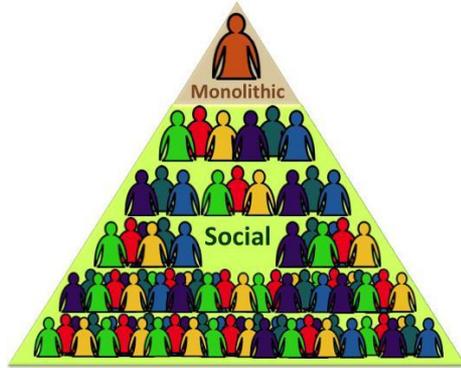
Don't be such a girl.

I'm color blind.

## The Story Goes like this:

- We are a civilized culture, with a past that we have overcome.
- We found dignity through reason, conquering vulnerability and emotionality.
- We are better off now that we are civilized, liberated from savage, naive stories and legacies.
- Often there are casualties, but these are the consequences of progress and are in the best interest of our future.

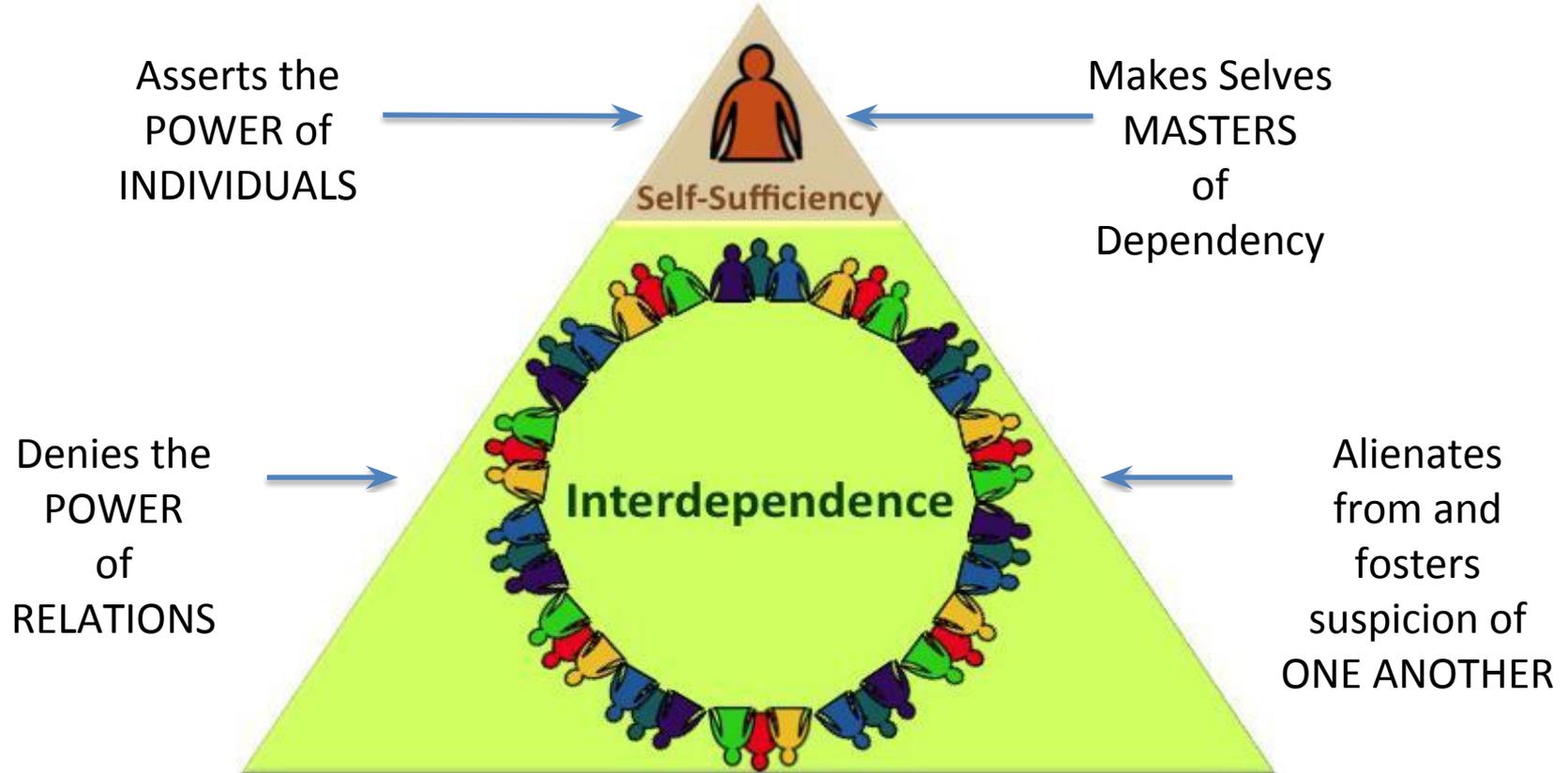
## Civilization



# What's wrong with this story?

- This narrative associates women, gender nonconforming, people of color and indigenous cultures, with “uncivilized” or “weak” nature.
- It has been told to justify a project of Empire that has used homogeneity as a tool for conquer.
- It has and continues to justify violence, exclusion and oppression of all kinds.
- White, male, heterosexual normativity is valued. Difference is deliberately held in suspicion and eradicated.
- This story undermines the basic evolutionary principle that diversity, including cultural diversity, is actually the key to our resilience.

# Story of Self-Sufficiency



# Self-Sufficiency



Alienation from One Another

## Sayings:

Don't be so needy!

Just take care of yourself.

Pull yourself up by your bootstraps.

## The Story Goes like this:

- Fully mature individuals are independent and self-sufficient.
- In an ideal state, we don't need others, and shouldn't have to be burdened by others' needs.
- We thrive when we are left alone to figure out our authenticity, passions, and desires in life.
- Dependent behavior is a sign of infancy, immaturity, disability or pathology.
- People who can't be independent need to be rehabilitated.

## Self-Sufficiency



# What's wrong with this story?

- Human beings are neurobiologically wired for connection, not isolation.
- The human body experiences distress in prolonged isolation.

• While solitude can be nourishing in doses, we lose the vital resource of reciprocal relationships when we remove ourselves from depending on one another.

• The dominant culture approves of some limited dependency, such as with a partner or parent. But those relationships are obliged to meet all of our needs and, therefore, ironically isolate us.

• Humans are wired for distributed dependency. We need interdependency within a diverse community.

• In the pursuit of self-sufficiency, we are driven to hoard, compete for and consume resources as a substitute for interdependent relationships.

## ACTIVITY:

“When have you seen these stories...”

In your **life**?

In your **work**?

In the **permaculture community**?

Breakout in Three-o's, 15 mins total.

To shift culture, you  
need relationships and a  
new story...



# Stories of Connection...



## 1) ARE ABOUT CONNECTION

They make explicit CHALLENGES that shaped our VALUES through connection with others (SUPPORT).

## 2) ARE TOLD IN CONNECTION

They generate an intentional experience of connection by giving and receiving resonance in a large enough bonding group.

## 3) FOSTER CONNECTION

They organize ever widening spirals of relational culture.

# Story of Connection Prompt:



Share a story about how you came to hold the values that drive you in your work.

CHALLENGE - SUPPORT - VALUES

# Sharing Resonance IS:

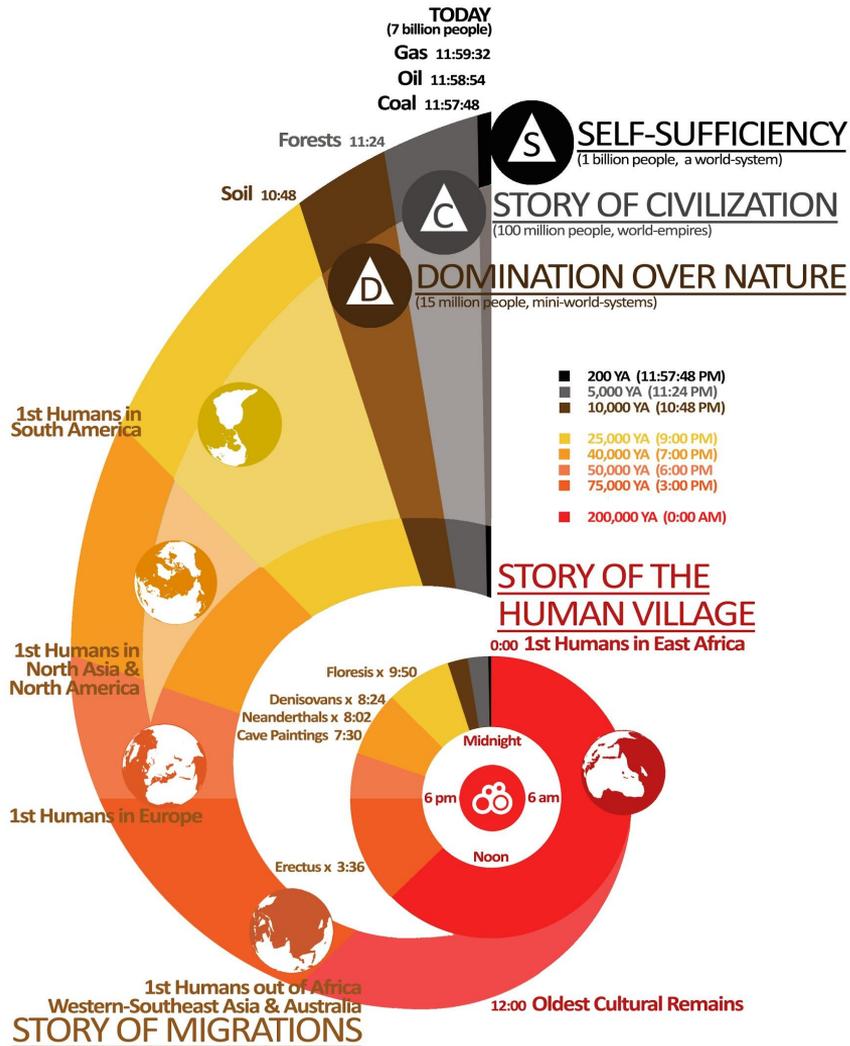
- Listening with your open heart
- Sharing back the moments **when** you felt like it was happening to you



# Sharing Resonance is NOT:

- Telling your own story
- Making meaning
- Asking questions
- One-upping, One-downing
- Giving advice

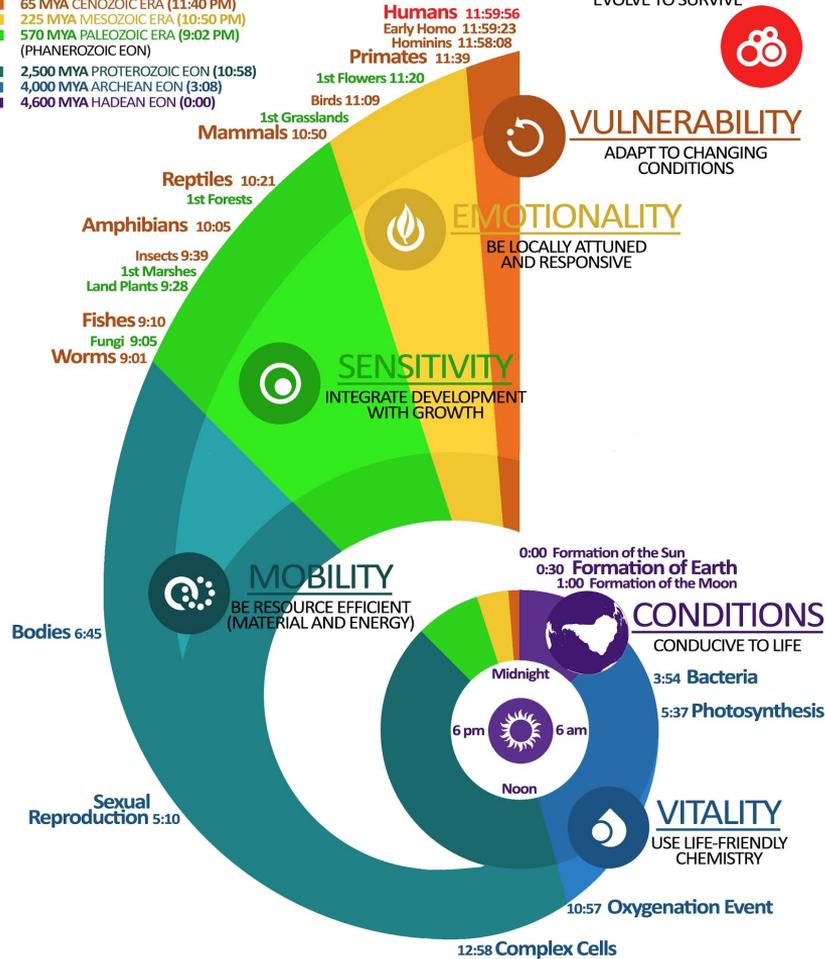


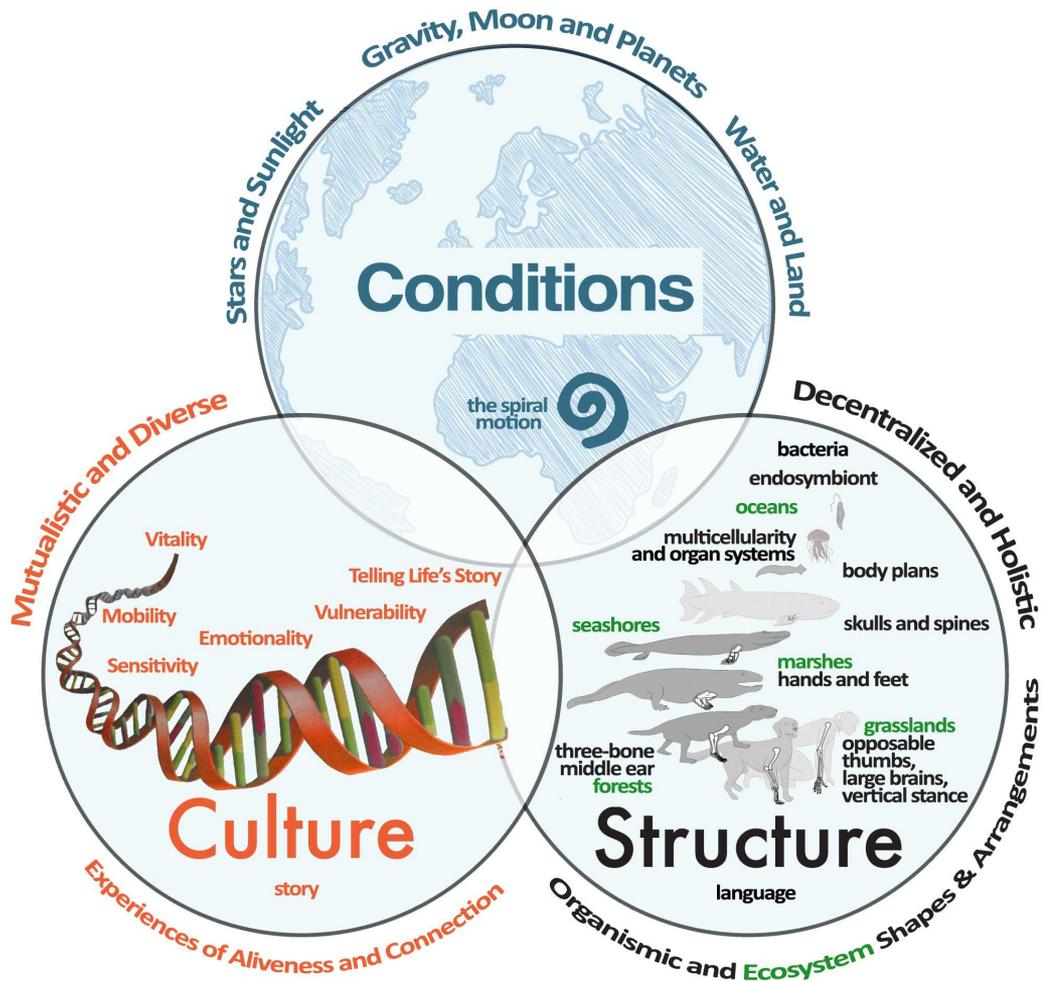




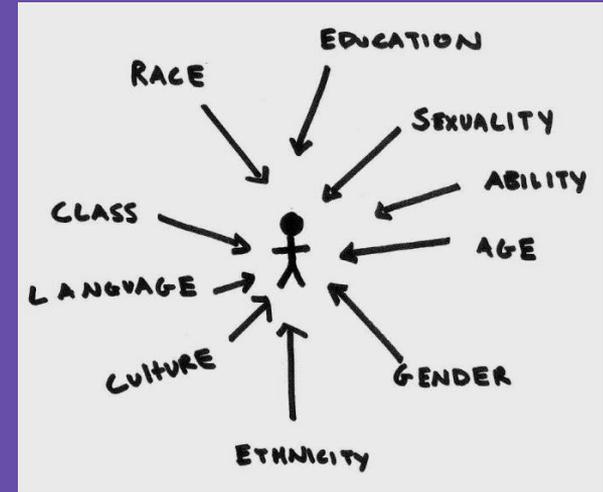
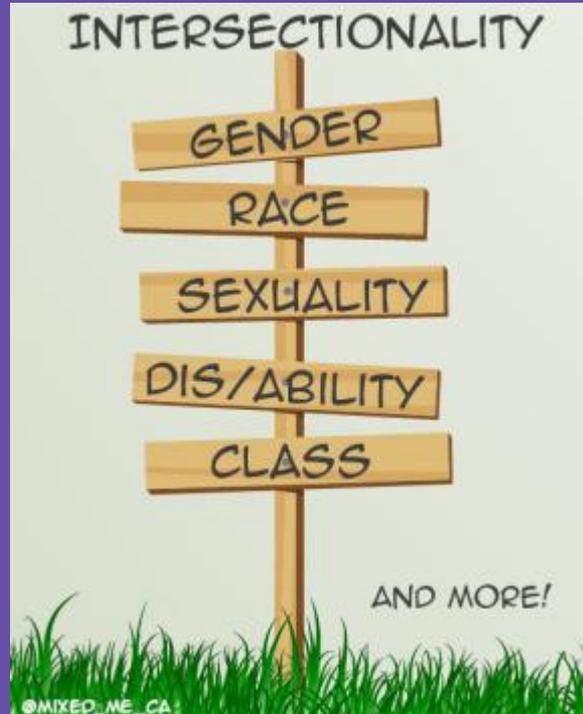
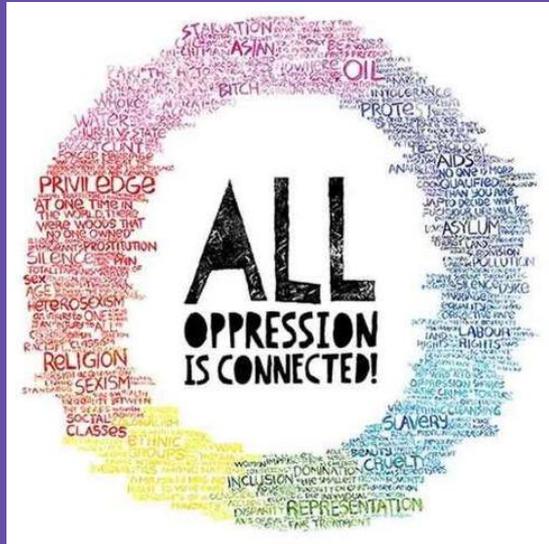
# Relational Uprising

- 0.2 MYA UPPER PLEISTOCENE (11:59:56 PM)  
(QUATERNARY PERIOD)
- 65 MYA CENOZOIC ERA (11:40 PM)
- 225 MYA MESOZOIC ERA (10:50 PM)
- 570 MYA PALEOZOIC ERA (9:02 PM)  
(PHANEROZOIC EON)
- 2,500 MYA PROTEROZOIC EON (10:58)
- 4,000 MYA ARCHEAN EON (3:08)
- 4,600 MYA HADEAN EON (0:00)





# Systems of Oppression



# Systemic oppression has...

a long history...



&

a lot of  
momentum...





The original **United States Naturalization Law of March 26, 1790** provided the first rules to be followed by the United States in the granting of national citizenship. This law limited naturalization to immigrants who were free white persons of good character.

# Systems of Oppression are upheld by...

## Structures



Institutions, Laws, Policies

&

## Culture



Attitudes, Behaviors, Narratives

# Structure



# Culture



# Oppression can look...

**Overt** (ex: hate speech, hate crimes)

**&**

**Covert** (ex: microaggressions, tokenism)

# Concept for Growing Awareness of the Oppression

- Unconscious Bias
- Microaggression
- Tokenism

# Unconscious Bias

- A bias that we are unaware of, and which happens outside of our control.
- It is a bias that happens **automatically** and is triggered by our brain making quick judgments and assessments of people and situations.
- It is influenced by our **background, cultural environment and personal experiences**.
- In order to change, we have to become aware and sensitized to what we are currently unaware of and desensitized to.

# Microaggression

“brief and commonplace daily verbal, behavioral, or environmental indignities, whether intentional or unintentional, that communicate hostile, derogatory, or negative racial slights and insults toward people of color.”

# Tokenism

“the practice of making only a perfunctory or symbolic effort to do a particular thing, especially by recruiting a small number of people from underrepresented groups in order to give the appearance of sexual or racial equality.”

# What's wrong with tokenism?

- 1) The motive is primarily self-interested.
- 2) There is not inclusion of perspective or influence, only appearance.
- 3) The very person or group that has already experienced exclusion is now being exploited for the credibility their identity lends without actually having influence.

# Activity

Share examples of your experiences with these issues playing out in your classes.

Support one another to understand and come up with ideas for how to address in the classroom.

# STORY OF US



1. What is the CHALLENGE we come together around?
2. What is the SUPPORT we have?
3. What is the CHOICE/ACTION we are taking in the face of this challenge, using these supports?
4. What is the OUTCOME/VISION of the world we see when we take these actions?
5. What VALUES are we living in this story?



# Relational Culture Training

December 1<sup>st</sup>–4<sup>th</sup>, 2016  
the watershed center  
Millerton, NY

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