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Workshop
Lewis Deep Democracy

- Cultivating more inclusive mindsets: inclusive interaction and decision making -

Programma

- Welcome & Check-in
- Short introduction: culture & diversity (from an anthropological perspective)
- Lewis Deep Democracy: inclusive interaction & decision making
- What about rank

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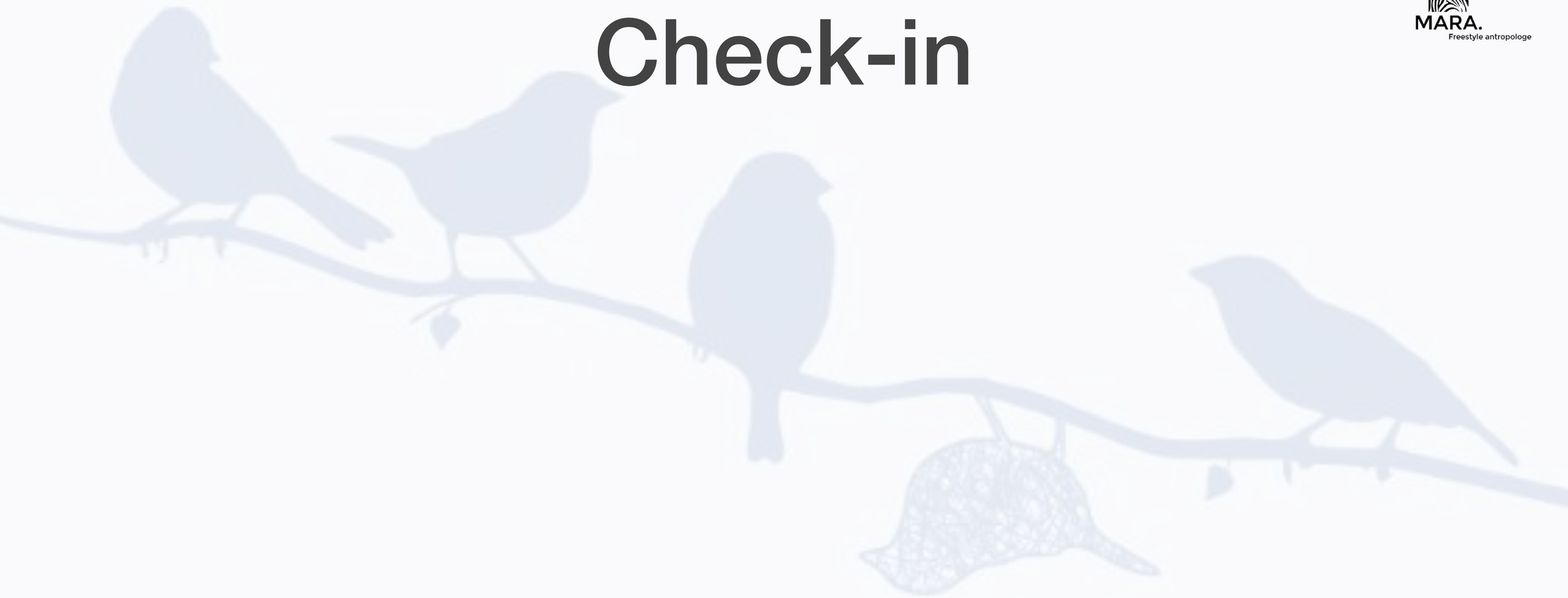
Mara Verduin

Cultural anthropologist, trainer, facilitator, and Deep Democracy Instructor:

- Culture & culture change
- Diversity & inclusion
- Personal & collective leadership
- Community building
- ‘New’ democracy

www.linkedin.com/maraverduin - www.maraverduin.nl - mara@maraverduin.nl - 06-266 58 480

Check-in



Culture: an anthropological perspective

- Creating order in chaos
- Meaning giving system
- Unique answers to universal questions
- Interaction & decision making

Culture & power

- How do we interact and decide?
- Who can decide what?
- How do we deal with deviant/different opinions?
- How do we deal with conflict?

Conversations & decision making

What’s normal & who decides?

Haarlems Dagblad:
Zwembad in IJmuiden bomvol

AD: Drukste zwembad in China

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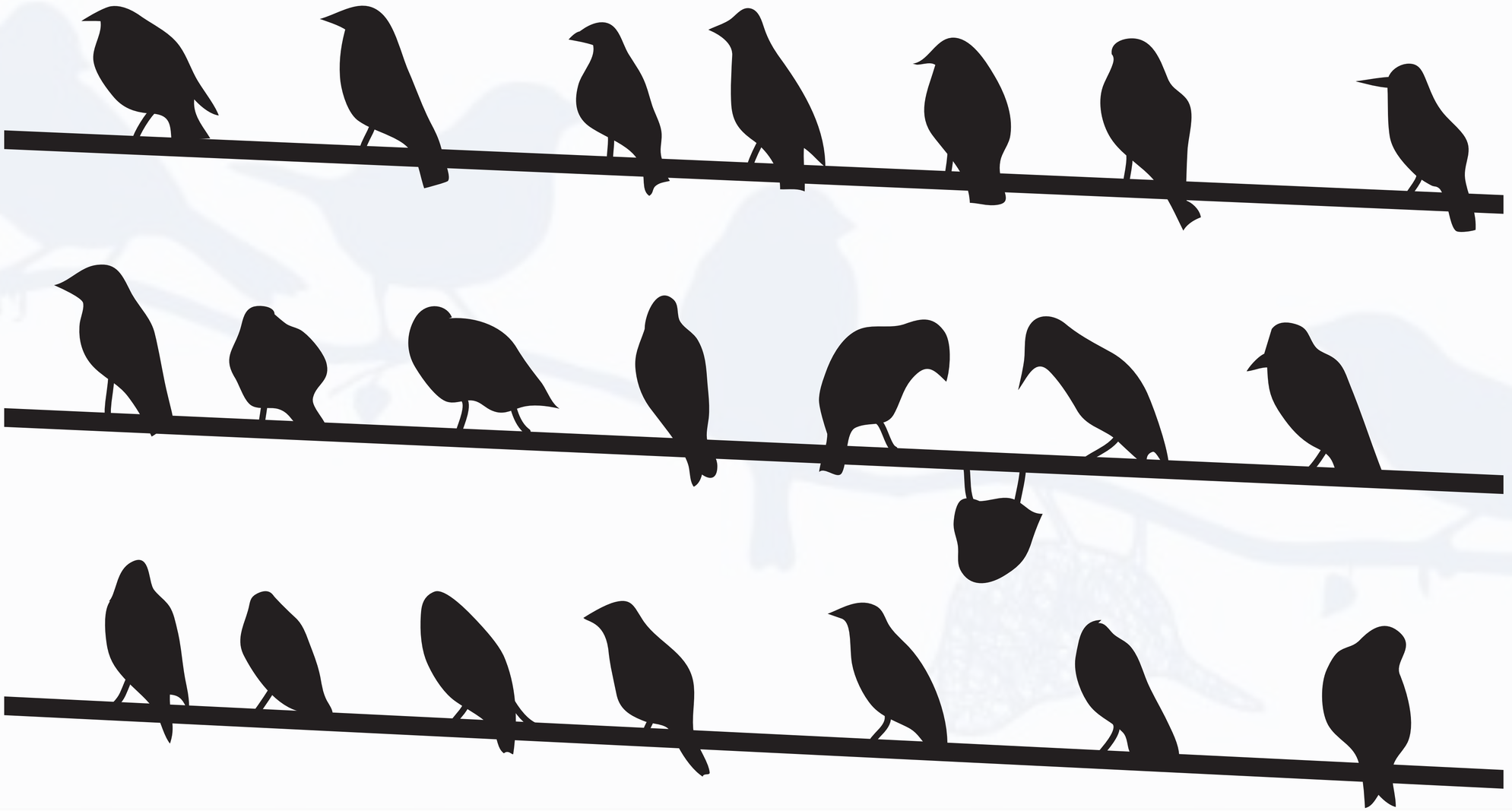

PXL HASSELT - ITP GLOBAL DIVERSITY IN EDUCATION - CULTIVATING INCLUSIVE MINDSETS

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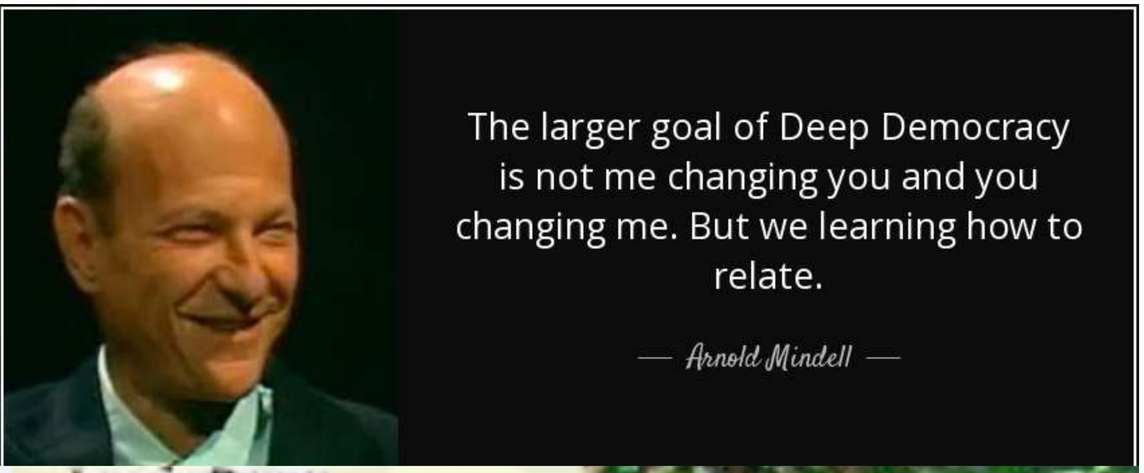
- In what situations are you a harry? What do you do in those situations?
- Do you know harry’s in your organisation / classroom / around you? How do you deal with them?

Reflection: Harry



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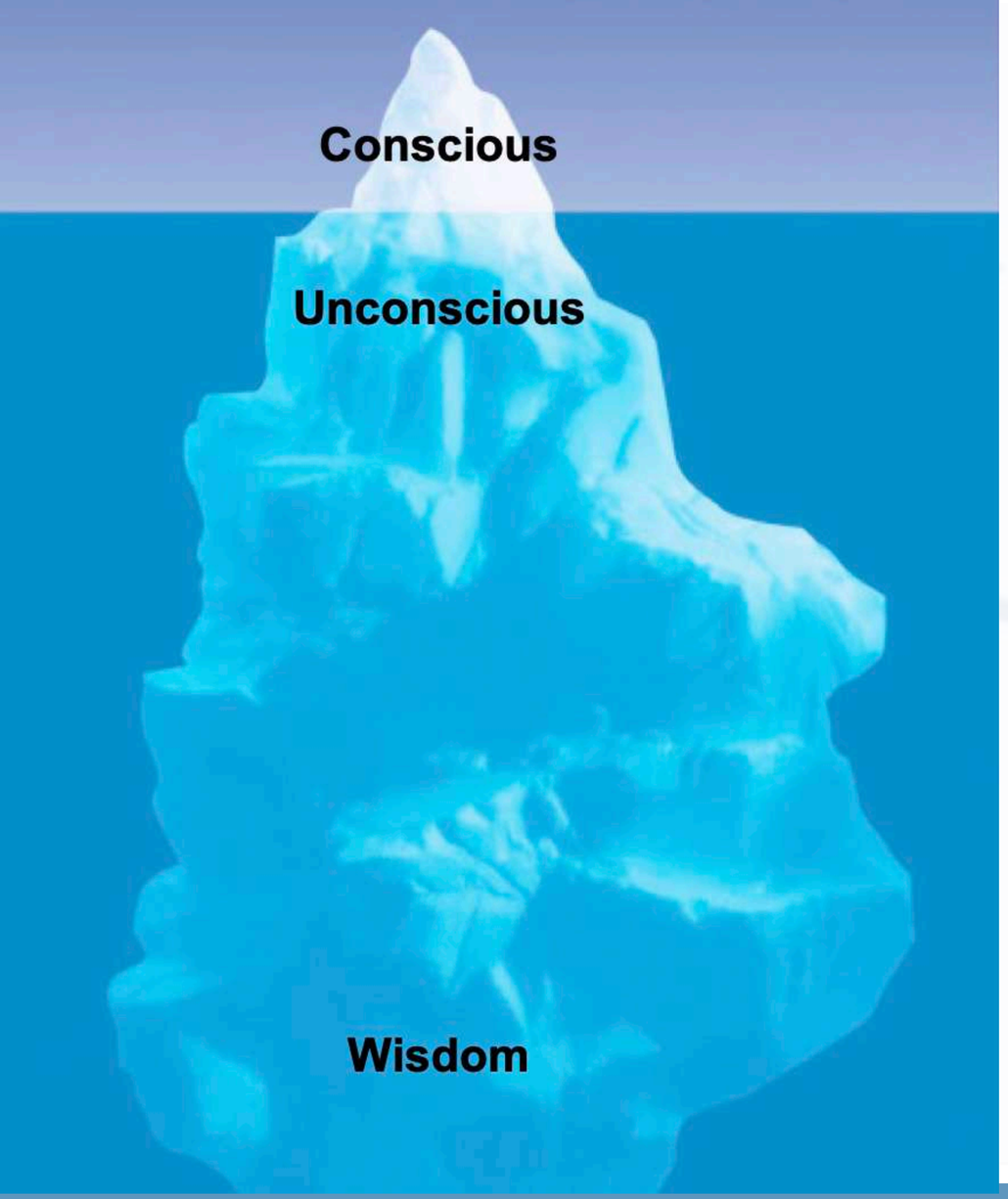
- The world is deep democractic
- Together we give meaning
- No-one has monopoly on the truth
- We need all perspectives to make the best decisions possible

Ground principles of Deep Democracy



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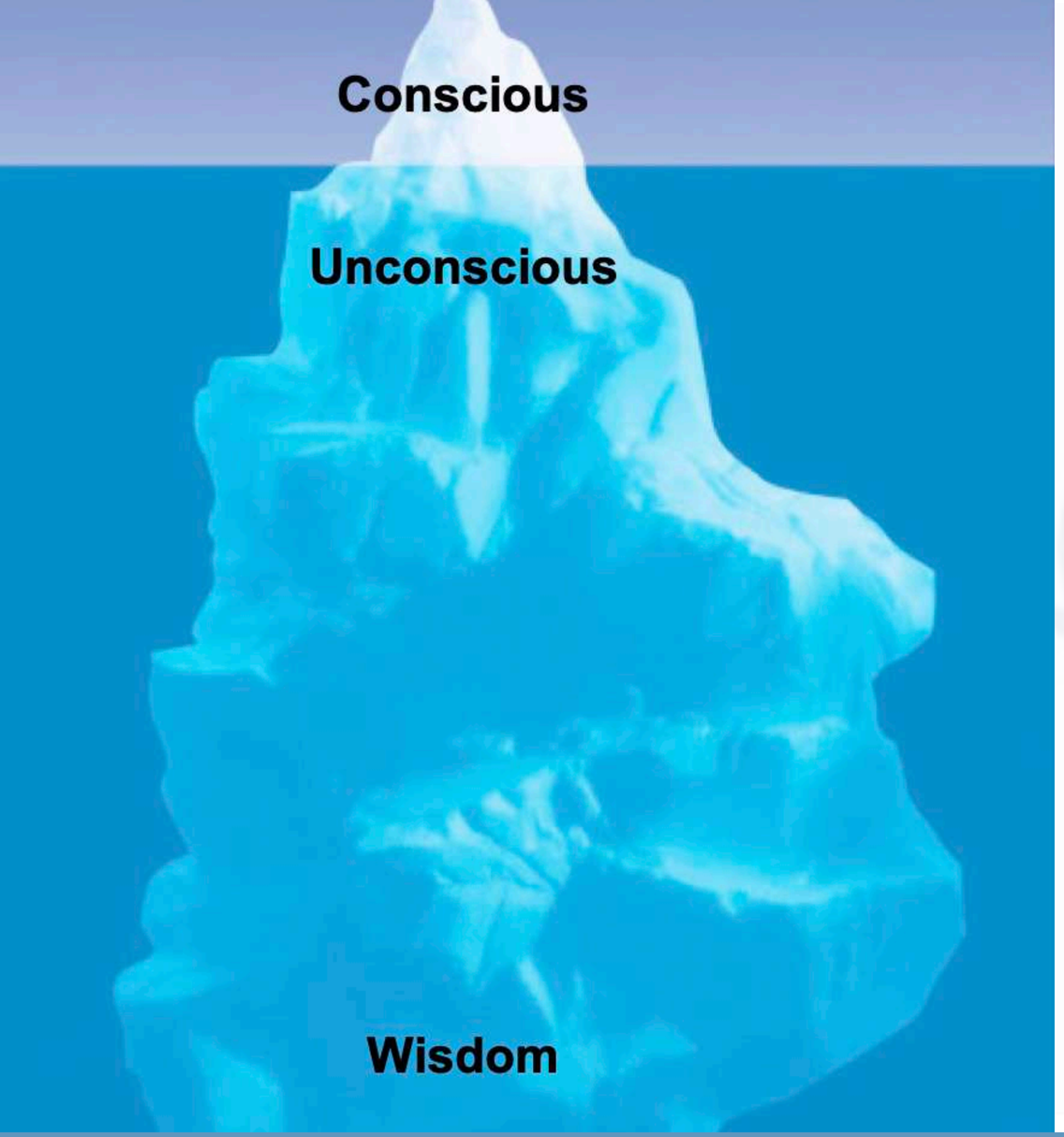
- **Group conscious:**
  Everybody is aware of all information
- **Group unconscious**
  not everyone is aware of all information
- **Wisdom/potential:**
  Combined knowledge of the group & being able to say what needs to be said

Iceberg



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Autocratic decisions

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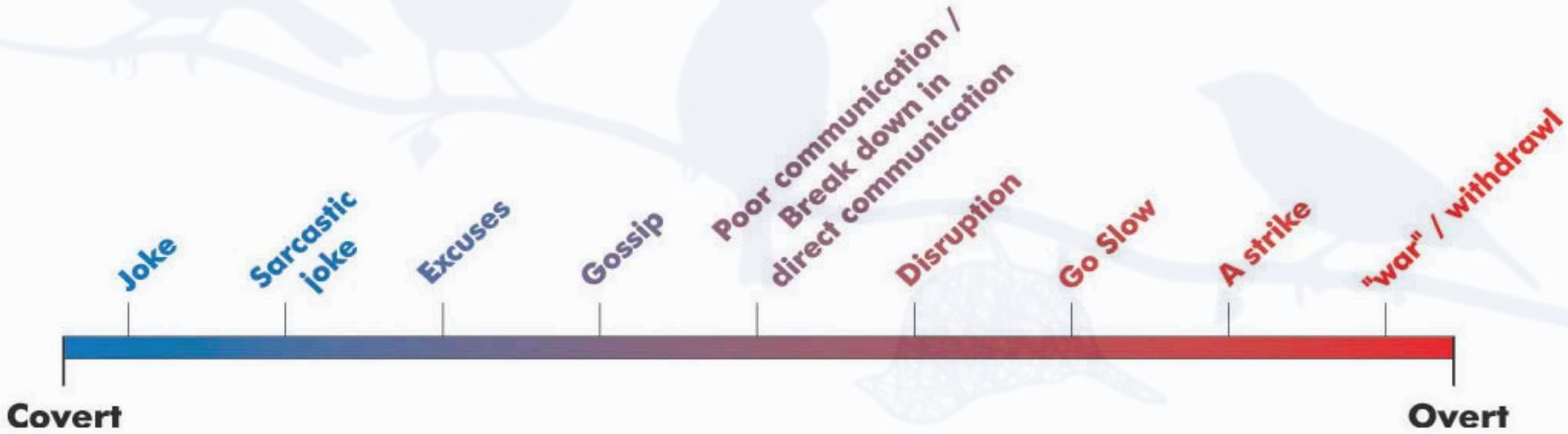

Resistance behaviour: when minority is not heard

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- What’s your favourite resistance behaviour?
- What do you not like from others?
- What does resistance look like in your organisation/ classroom?

Reflection

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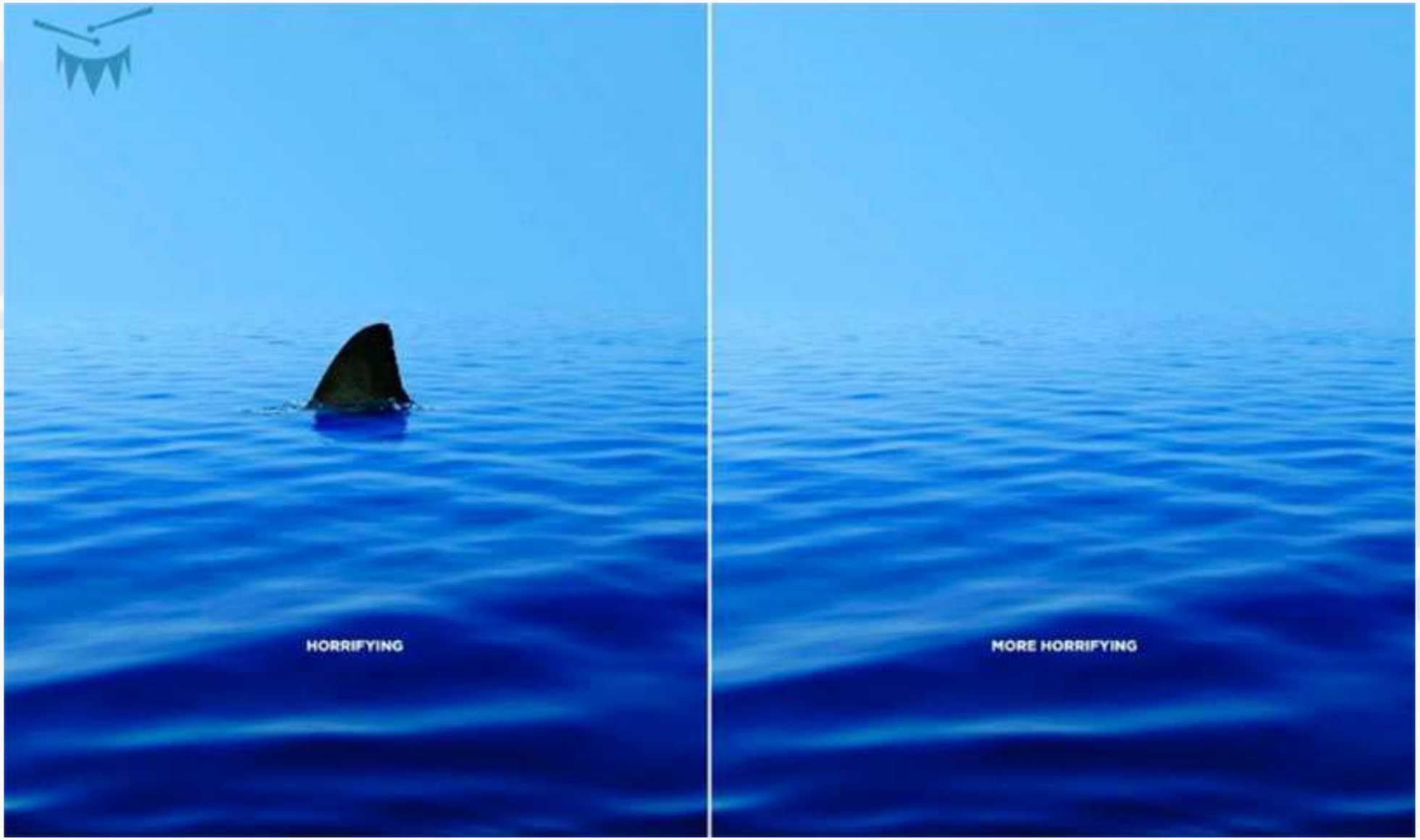

Diving into the undercurrent? Why would you?

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Autocratic ⟷ **(Deep) democratic**

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1. Gather all the views

2. Look actively for the ‘no/alternative view'

3. Spread the ‘no/alternative view

- Vote -

4. Include the minority wisdom in the majority decision

- Vote -

5. Onder de waterlijn

Deep Democracy: 4 steps of decision making

Steps of decision making

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1. **Gain all the views:**
   ‘Who has an idea?’

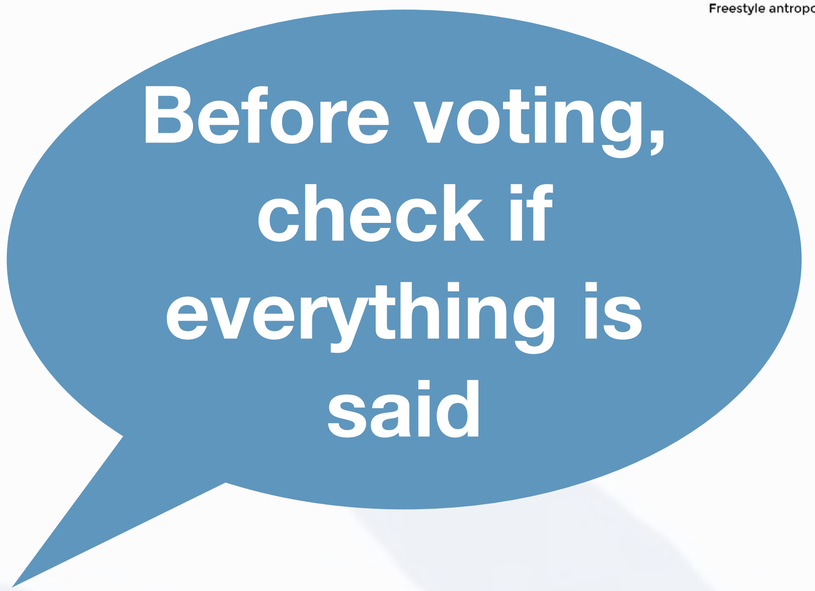
2. **Actively look for the no/alternative view (make it safe to share):**
   ‘Who has a different view/idea?’ ‘Who feels differently?’

3. **Spread the no/alternative view:**
   ‘Who recognises that?’/ ‘who thinks/feels something similar?’

Deep Democracy: Gaining all the views

Vote

- Raise hands
- Maximum one vote per person
- It’s okay to vote blank



Steps of decision making

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The best decision possible

4. **Include the wisdom of the majority:**
   ‘What do you need to come along?’

Steps of decision making

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‘Having the conflict’

5. Dive into the unconscious

Deep Democracy: dive under the waterline

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1. Who has an idea?

2. Who has a different view/idea/feeling?

3. Who recognises this/ thinks or feels something similar?

- Vote -

4. What do you need to go along?

- Vote-

Deep Democracy: Steps of decision making

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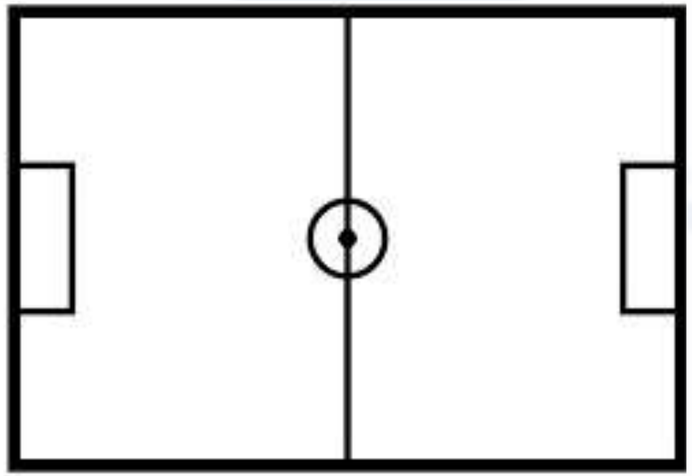
- **Autocratic decision:** ‘I decide’
- **Autocratic decision + :** ‘I decide’ + ‘what do you need to go along?’
- **Informed decision:** Step 1 t/m 3 + ‘I decide’
- **Deep democratic decision:** Step 1 t/m 4



How much space for inclusion?

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Fishes & Sharks: unused wisdom

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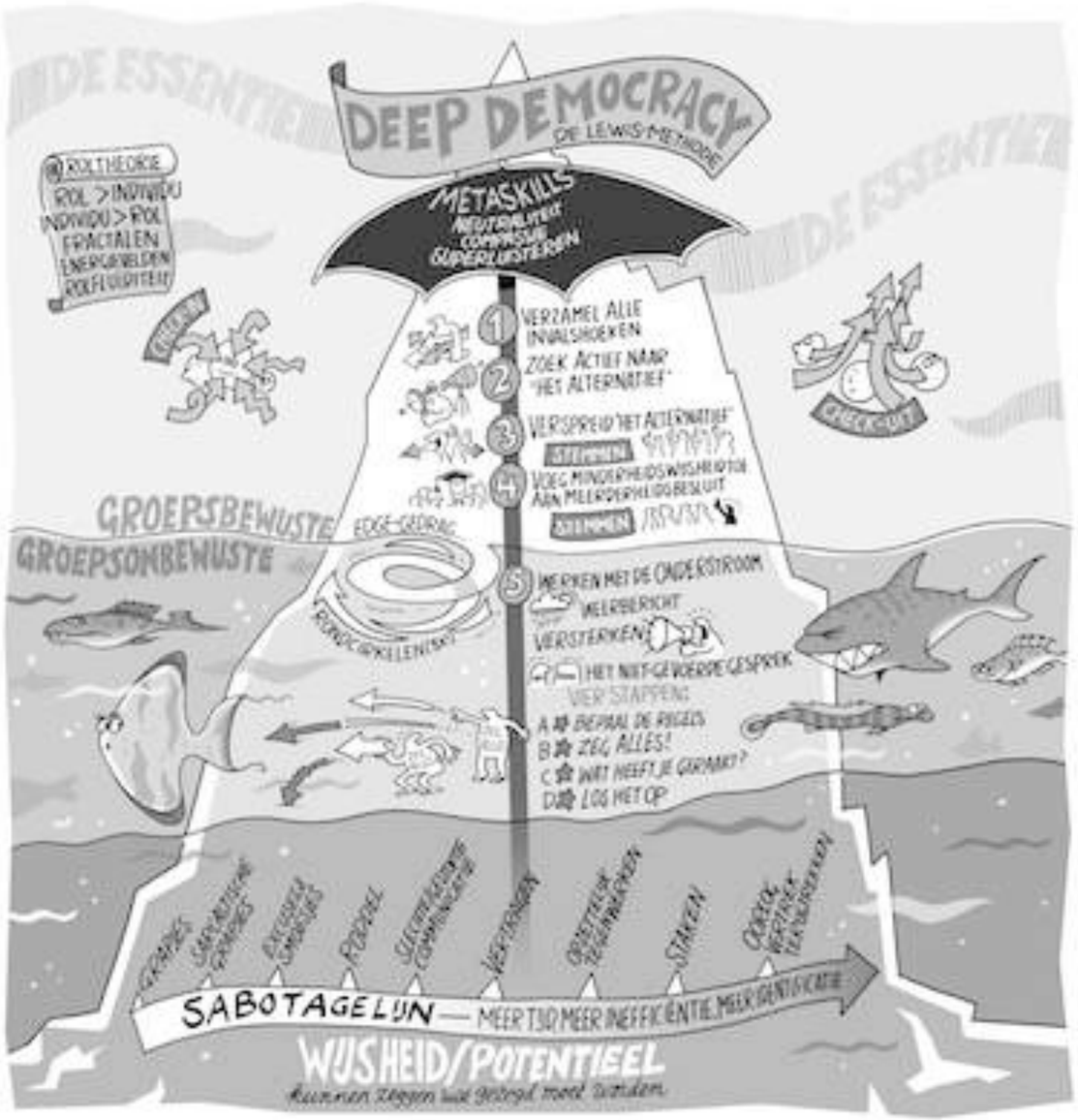
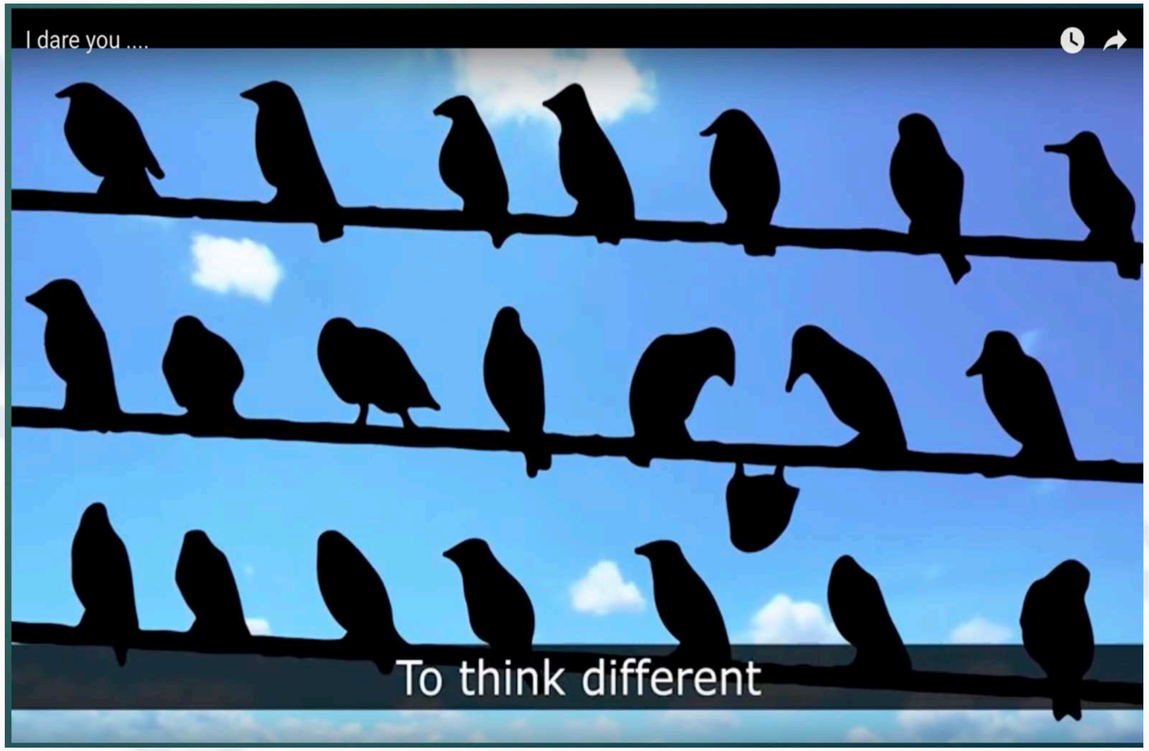


Deep Democracy in one picture

Check - out

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