



# Future Divercities







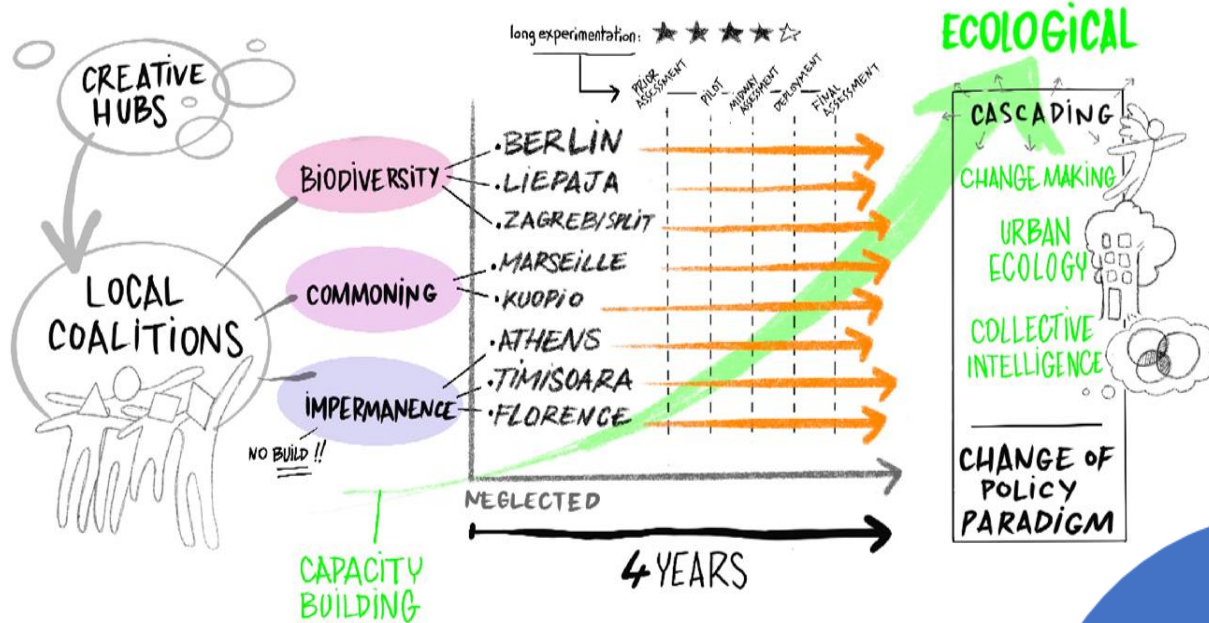
# The Project

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Future DiverCities is a **four-year project** funded by the European Commission (Creative Europe) implemented by 13 **European organisations from 10 countries** led by **La Friche La Belle de Mai** (Marseille) seeking to re-imagine culture-led regeneration of urban empty spaces in an ecological way.

It will take place through long experimentations to pilot new kinds of cultural and ecological interventions.

# Changemakers' capacity



## Ashoka/ INNOCAMP PL course:

ecosystem intelligence	<ul style="list-style-type: none"> <li>• cultural/policy transformations</li> <li>• lasting synergies with the environment/city spaces</li> </ul>
project design	<ul style="list-style-type: none"> <li>• multiskaholder coalition &amp; team</li> <li>• social innovating in urban space</li> </ul>
personal design	<ul style="list-style-type: none"> <li>• self-direction and ethical fibre</li> <li>• radical self-care and empathy</li> </ul>





# From personal to systems change

The program assumes the eco-systemic approach to

**changemaking** starting with the inner-developmental work, service leadership skills (personal design)

leading to **multistakeholder** collaborations, empathy-based co-designing and piloting innovative solutions (project design)

to making them **sustainable** and reaching policy level (ecosystem).

# The cactus metaphor



**Resilience** as ability to bounce back after failure, ability to persevere in face of resistance or even threats, adhere to collaborative intent, taking strength from meaningful relationships and communities of regenerative practice.



# Resilience walk

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Choose a character that you consider a role model for « grits », endurance, perseverance, flexibility etc.

Imagine yourself as making choices or having them made for yourself and the following situations.

If you choose :

- the first option take a step forward (1 point),
- the second option means step back (-1),
- if none of the suggested would be the choice you do not move (0).



The background of the image shows a vibrant green landscape. In the foreground, there are dense, leafy branches of trees. In the middle ground, a tall, slender tree stands prominently. To the right, a multi-story building with a grey facade and several windows is visible. The sky is a clear, bright blue with a few wispy clouds. The overall scene is bright and natural.

**1. You are a two-year old playing with a stranger on a plane.  
When the stranger confronts you with funny faces...**

*You hide in your parent 'arms, but after a minute you start interacting again.*

**OR**

*Your parent tells you to stop fooling around.*



A close-up, low-angle shot of a person's legs and feet as they run on a rocky, grassy trail. The person is wearing dark running shoes with red accents and white socks. The ground is covered in dry, brown grass and small rocks. The background is a blurred, hilly landscape under a bright sky.

2. You are running around wild. Suddenly, you fall and hurt your knee.

*Your parent cuddles you.*

**OR**

*Your parent is shouting at you for being careless.*





3. You are playing with your puppy too hard, and it cries out loud.

*Your parent tells you how the puppy feels and makes you aware of puppy's pain and possible consequences of these reactions.*

*OR*

*Your parent scolds you, shames you.*





**4. You are performing in a school play in front of big audience.**

*You forget the line and start to improvise, use your own words etc.*

**OR**

*you blush and stumble, cry, feel guilty for ruining the performance.*

**5. You are bullied for being different.**

*Your friends back you up*

**OR**

*you become a victim and accept it as your identity.*





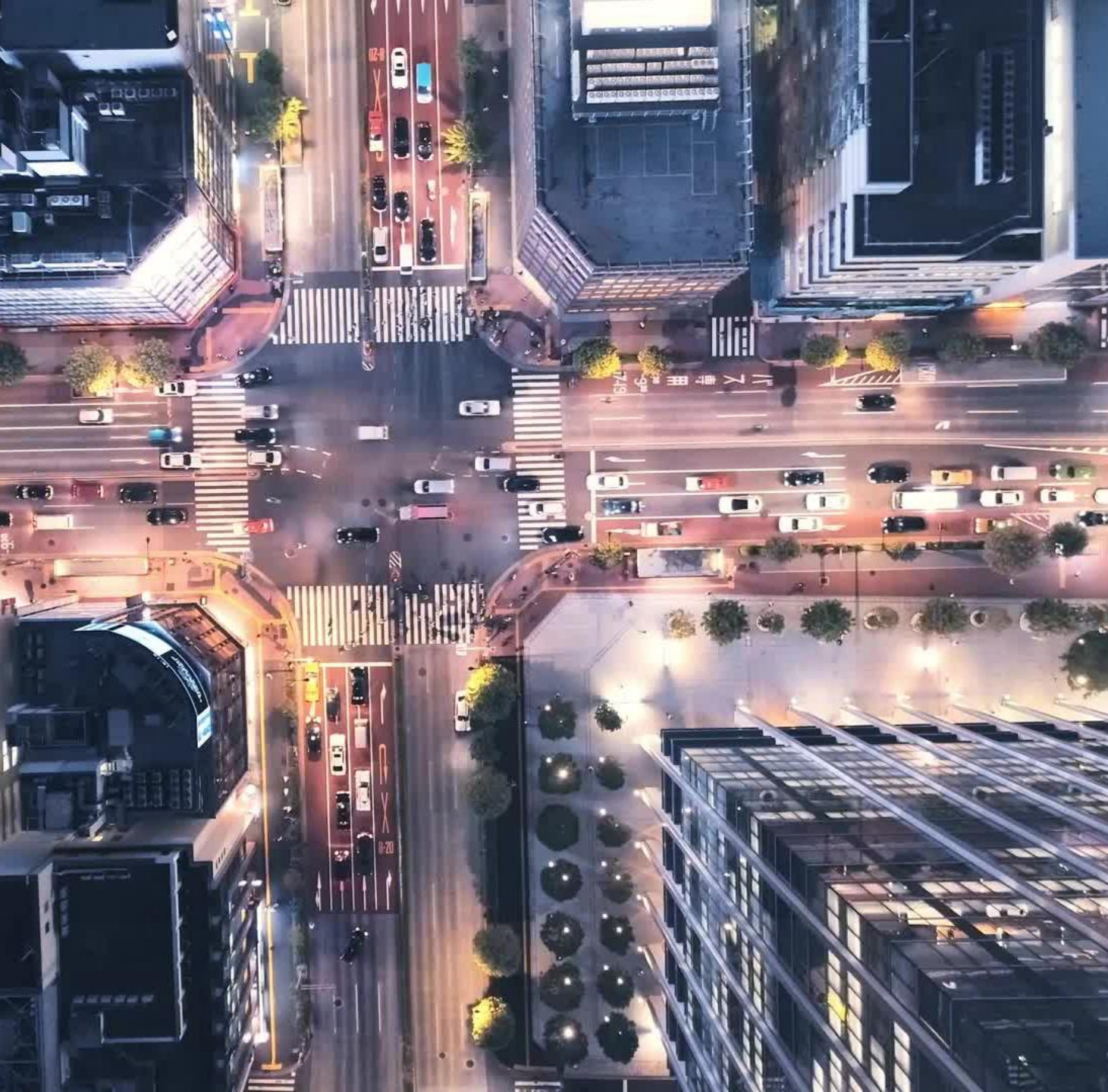
6. Your first boy/girlfriend breaks up with you.

*You are broken, you blame yourself, you live in the past and avoid new relationships.*

**OR**

*You connect with your emotions, you work through this experience, even if it is hard, and you move on.*





7. You move with your parents to another city as a teenager.

*You try to adapt to new environment, make new friends.*

*OR*

*You are so stressed you cannot adapt, you drop out of school, get addicted .*



8. You are looking for your first job. You have had five interviews without any luck. You do not know why they turn you down.

*You keep trying and pursue the job of your dreams.*

*OR*

*You give up and apply for any job that is offered to you.*







9. Your boss is very demanding and unfair.

*You confront him/her and discuss your point of view,  
and get to know what her/his perspective is.*

*OR*

*You accept your fate and suffer, burn out etc.*



10. Your health is failing; you have difficulties to run an active life.

*You explore different therapies, medicines, exercises, change environments.*

*OR*

*You think that the life is how it is, and you accept consequences of ageing.*








# Self-care

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- Journaling
- Art-based expression
- Embodied practices (e.g. yoga)
- Healthy mindsets scans





# Empathy check-ins (exercise)

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In pairs take turns for 2 minutes each to share what **worked well** for you recently, **a situation** in which your strengths were revealed, you felt great, proud of your contribution, role etc.

When listening to your partner,

- Accept what you hear unconditionally,
- Just mark your presence and focus on the other person,
- Give her/him the full space while accompanying him/her empathetically.



# Evidence-based strategies for building changemakers' resilience (Stanford)

- Respond to difficult situations from a more level-headed and creative perspective
- Remain “a blank slate” to prevent personal or professional burnout (PTSD in extreme cases)
- Recognize and capitalize on others' capacities for change-making rather than assume you are the only one who could do certain tasks



# 5 science-backed strategies (Berkeley)

1. Change of narratives
2. Acknowledging uncertainty or fear
3. Self-compassion
4. Mindfulness
5. Forgiveness

[https://greatergood.berkeley.edu/article/item/five\\_science\\_backed\\_strategies\\_to\\_build\\_resilience](https://greatergood.berkeley.edu/article/item/five_science_backed_strategies_to_build_resilience)

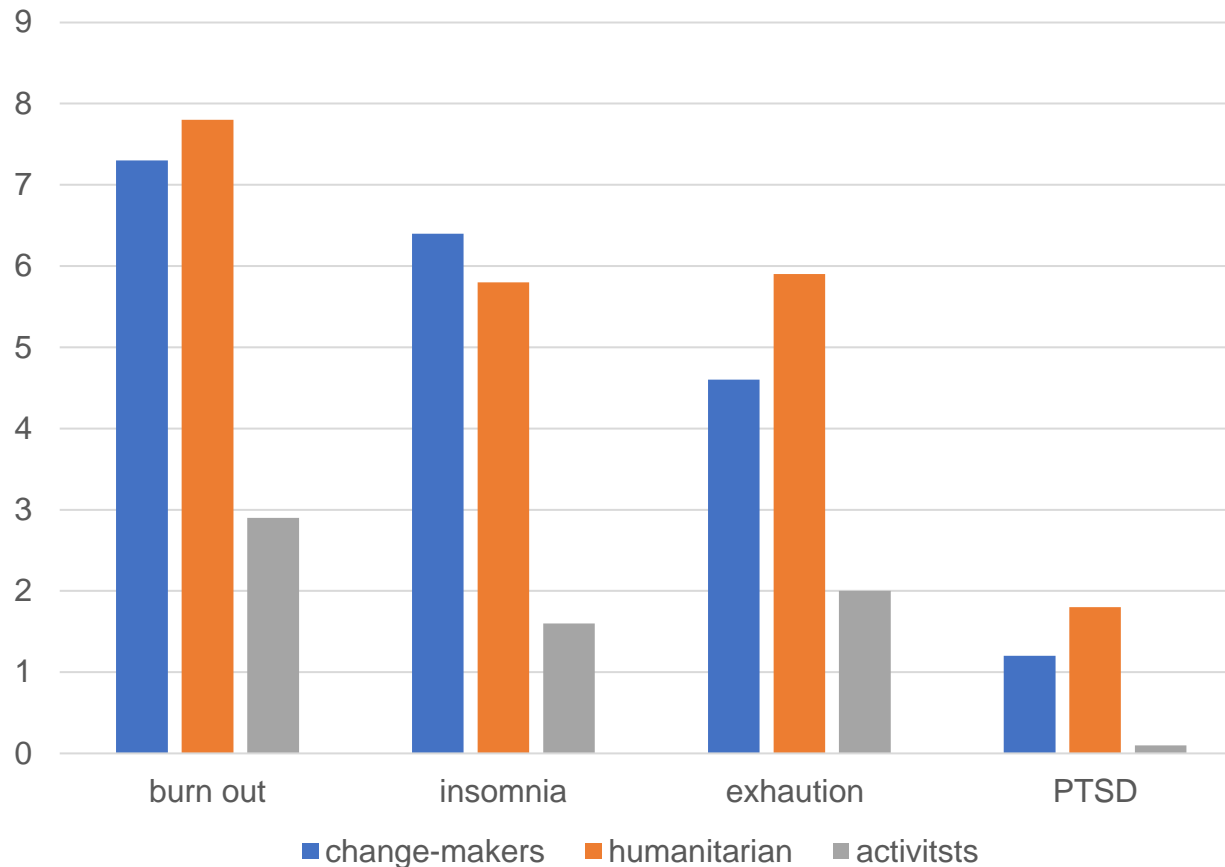




# Changemakers' mental health threats



Bell 2020



Ways of checking in on your self-care engagement resulting in:

- **Increased** awareness of alignment between your character and your professional identity
- **Shedding** a projected image of strength (hero/activist identity), and becoming openly vulnerable with your significant others and change team members;
- **Recognizing** harsh self-criticism, and being kinder to yourself and others;
- **Greater clarity** about personal urgencies and collaborative intent versus imposed (e.g. by funders) deliverables

# Facing fear of failure

- Reframing success indicators to better serve long-term goals,
- Sense of relief as you move away from guilt, self-punishment to finding more courage and momentum despite the possibility of failure.







# Profesionalising resilience

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- Shift leadership perspective toward building trust, engaging diversity, and empowering people to do things from their own place of wisdom and expertise.
- Weaving resilience into organizations by showing care and making personal connections beyond strictly work-level interaction.
- Human flourishing (achieving the best version of ourselves within the context of a healthy society) aligned with environmental regeneration and reconnecting to nature.

