

Future Divercities





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Re-imagine culture-led regeneration of 9 urban empty spaces in an ecological way.

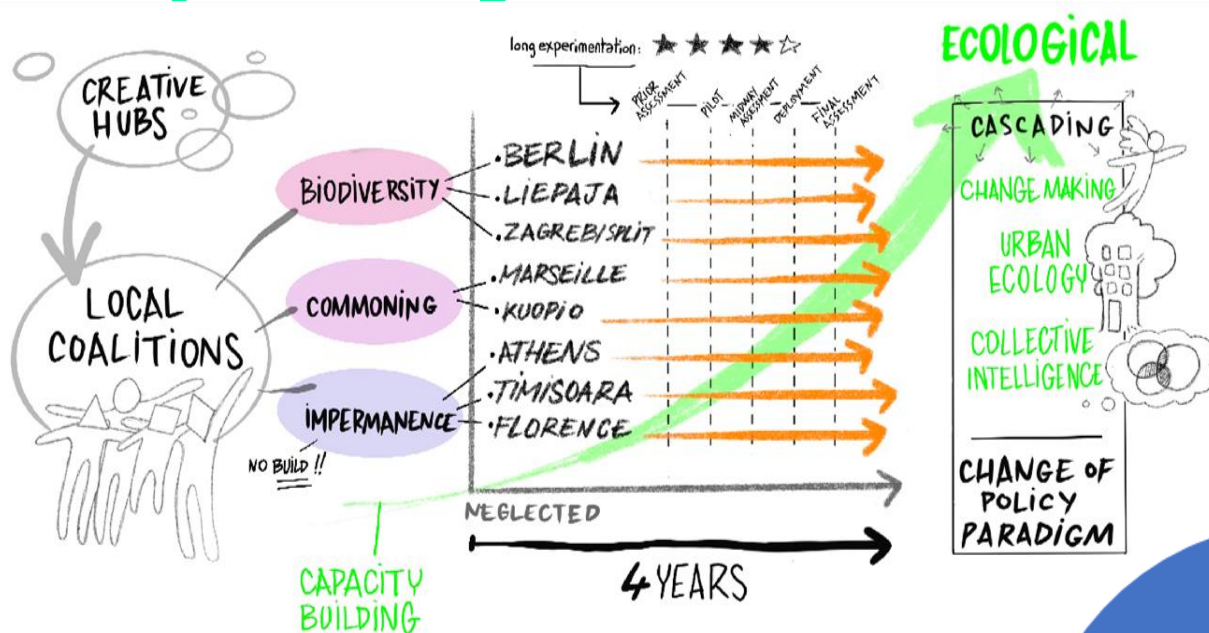


The Project

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



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

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).



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.



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.

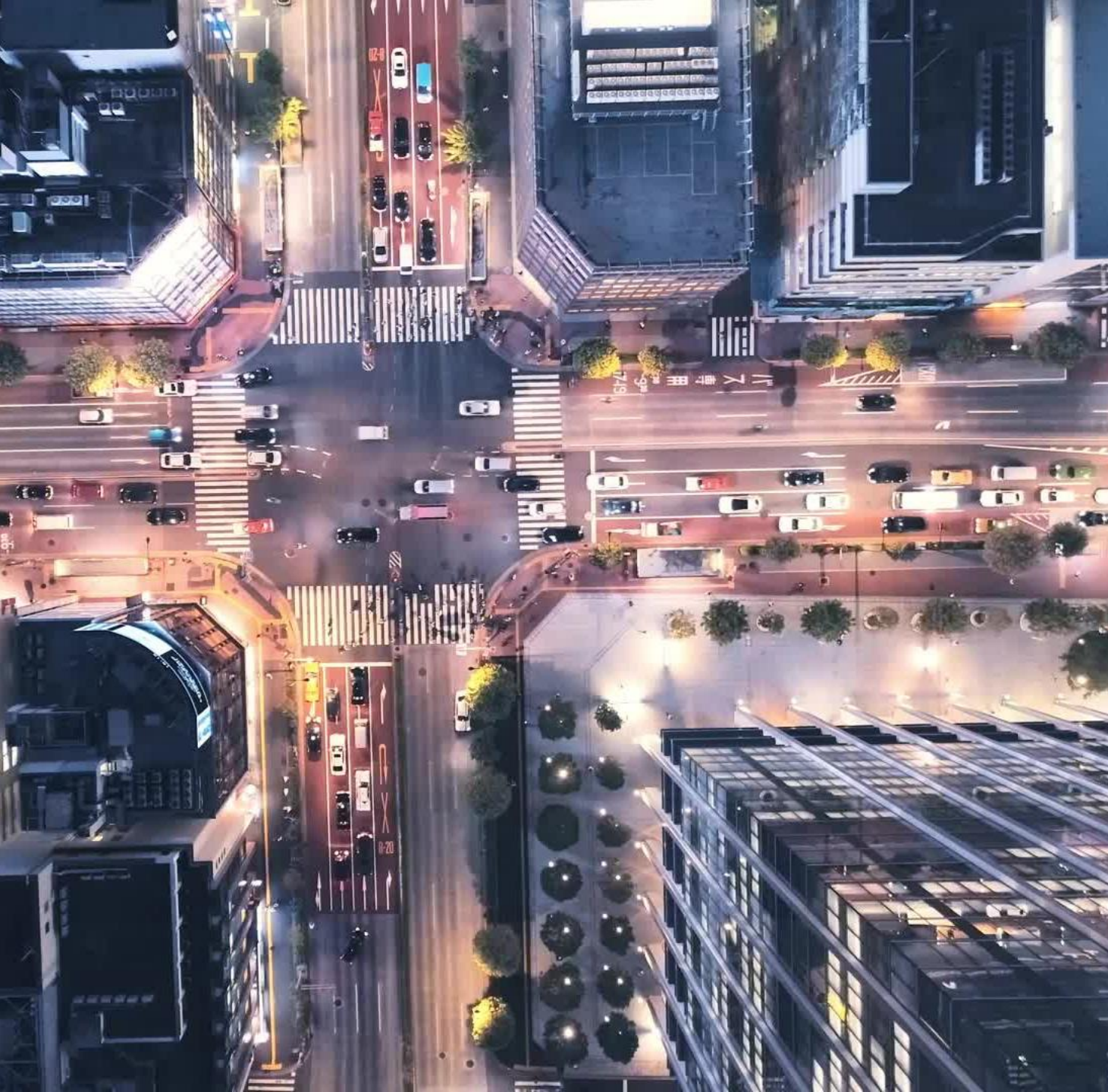


6. Your first boy/girlfriend breaks up with you.

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

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



Empathy check-ins (exercise)

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 (Berkley)



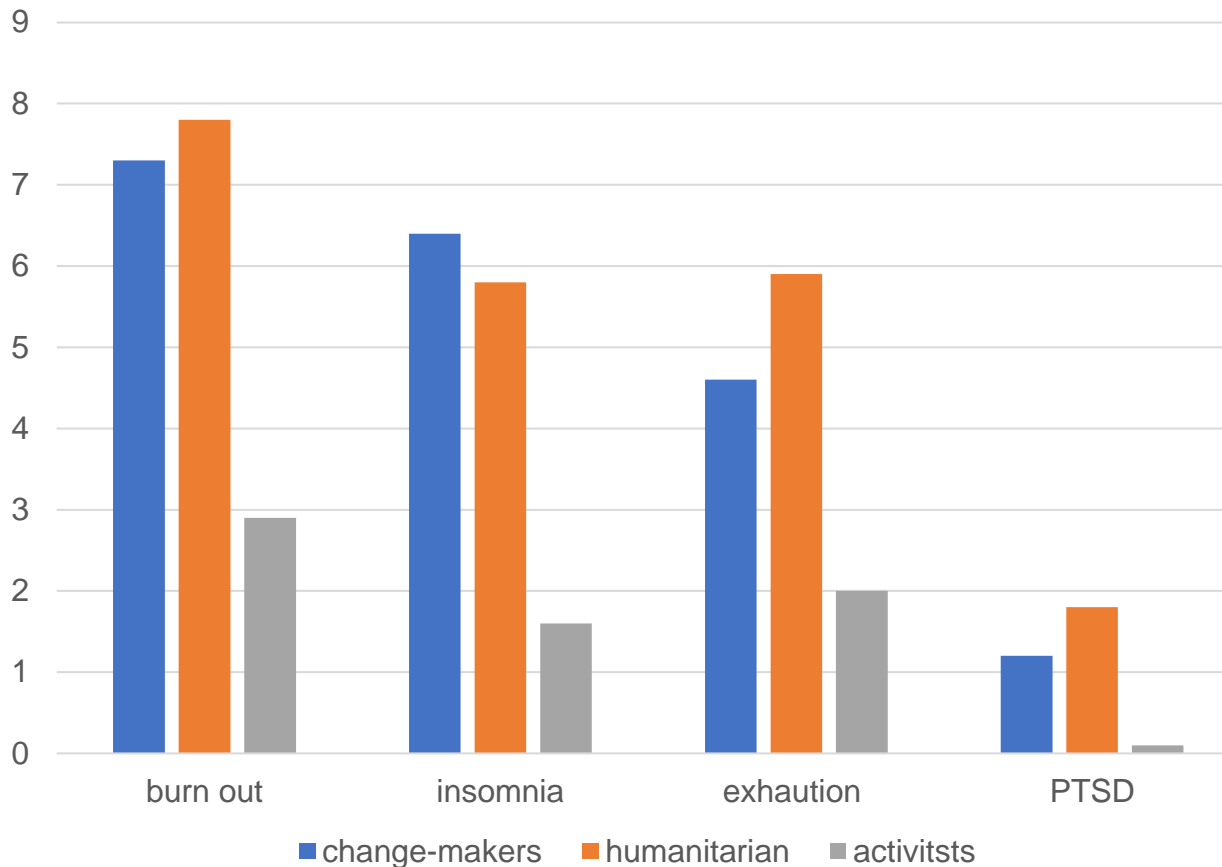
1. Change of narratives
2. Acknowledging uncertainty or fear
3. Self-compassion
4. Mindfulness
5. Forgiveness

https://greatergood.berkeley.edu/article/item/five_science_backed_strategies_to_build_resilience

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

- 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.

