



Emergent Space: Finding an Alternative

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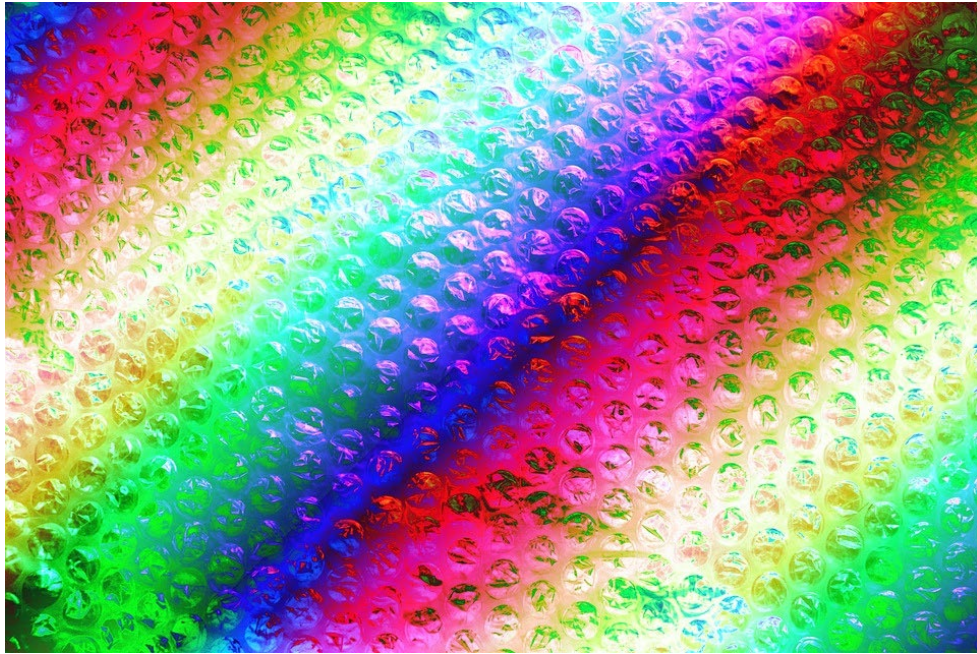


POLLS!

- What frameworks do you prefer when you lead a space
 - Safe Space
 - Brave Space
 - Both
 - Neither
- Have you read Emergent Strategy by adrienne maree brown?
- Have you read Emergent Space by NCCASA?

Why a new framework?

Safe Space



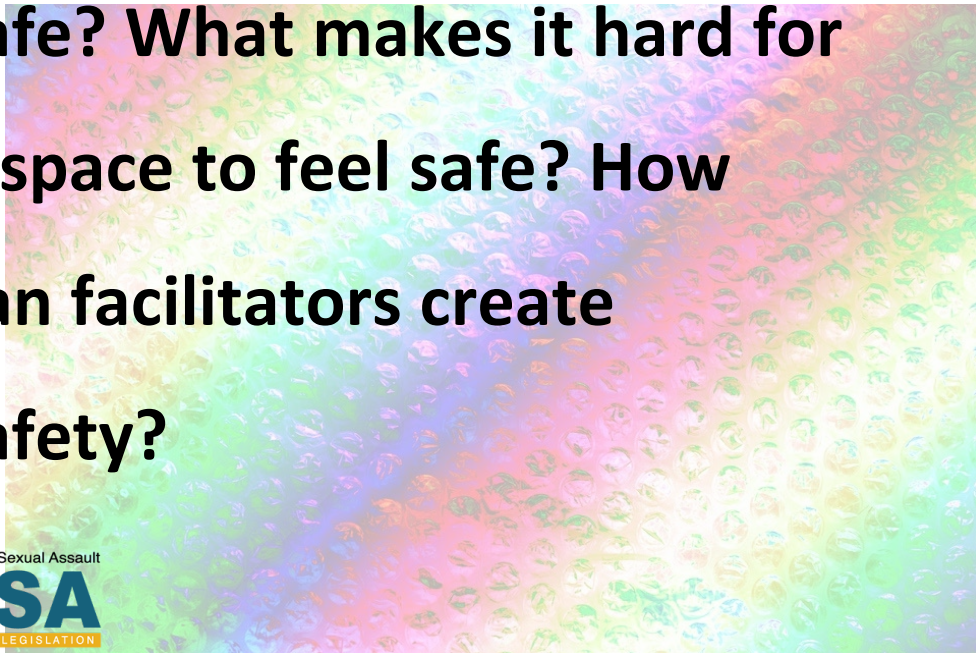
Brave Space



Discussion

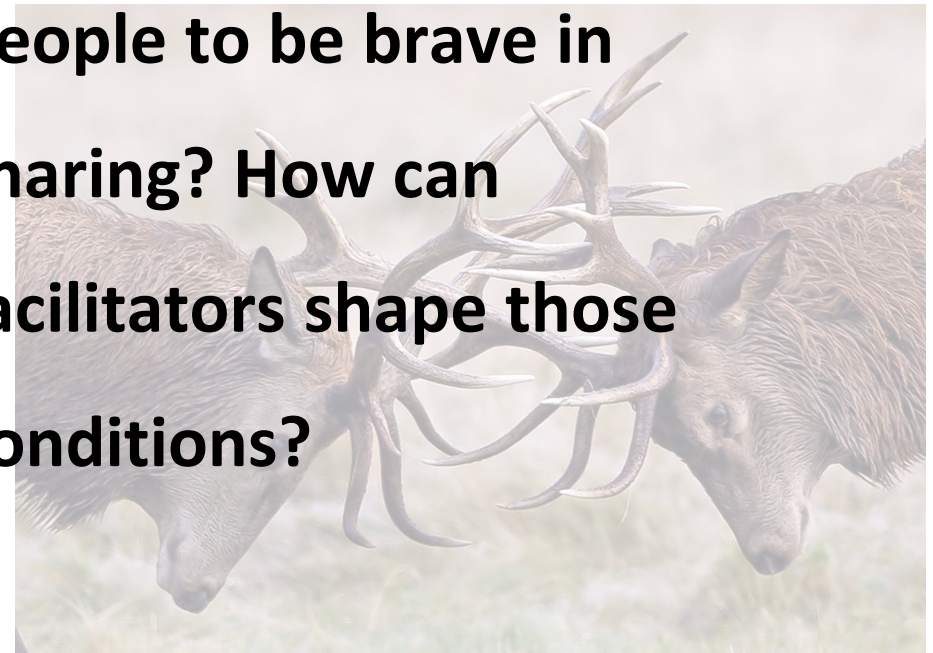
Safe Space

What makes a space feel safe? What makes it hard for a space to feel safe? How can facilitators create safety?



Brave Space

What conditions allow people to be brave in sharing? How can facilitators shape those conditions?



Emergent Space

Based on the frameworks established by
adrienne maree brown in *Emergent
Strategy: Shaping Change, Changing Worlds*

(Follow up book AVAILABLE NOW:

*Holding Change: The Way of Emergent Strategy
Facilitation and Mediation)*





Principles of Emergent Strategy

- Has a fractal nature, acknowledging the relationship between small and large.
- Is adaptive.
- Emphasizes interdependence and decentralization.
- Is non-linear and iterative.
- Fosters resilience and opportunities for transformative justice.
- Continues to create more possibilities.

Has a fractal nature,
acknowledging the relationship
between small and large
Fractals themselves are
neverending patterns similar
across different scales, which
means that the emergent space
is inherently adaptable to any
kind of space or group size.



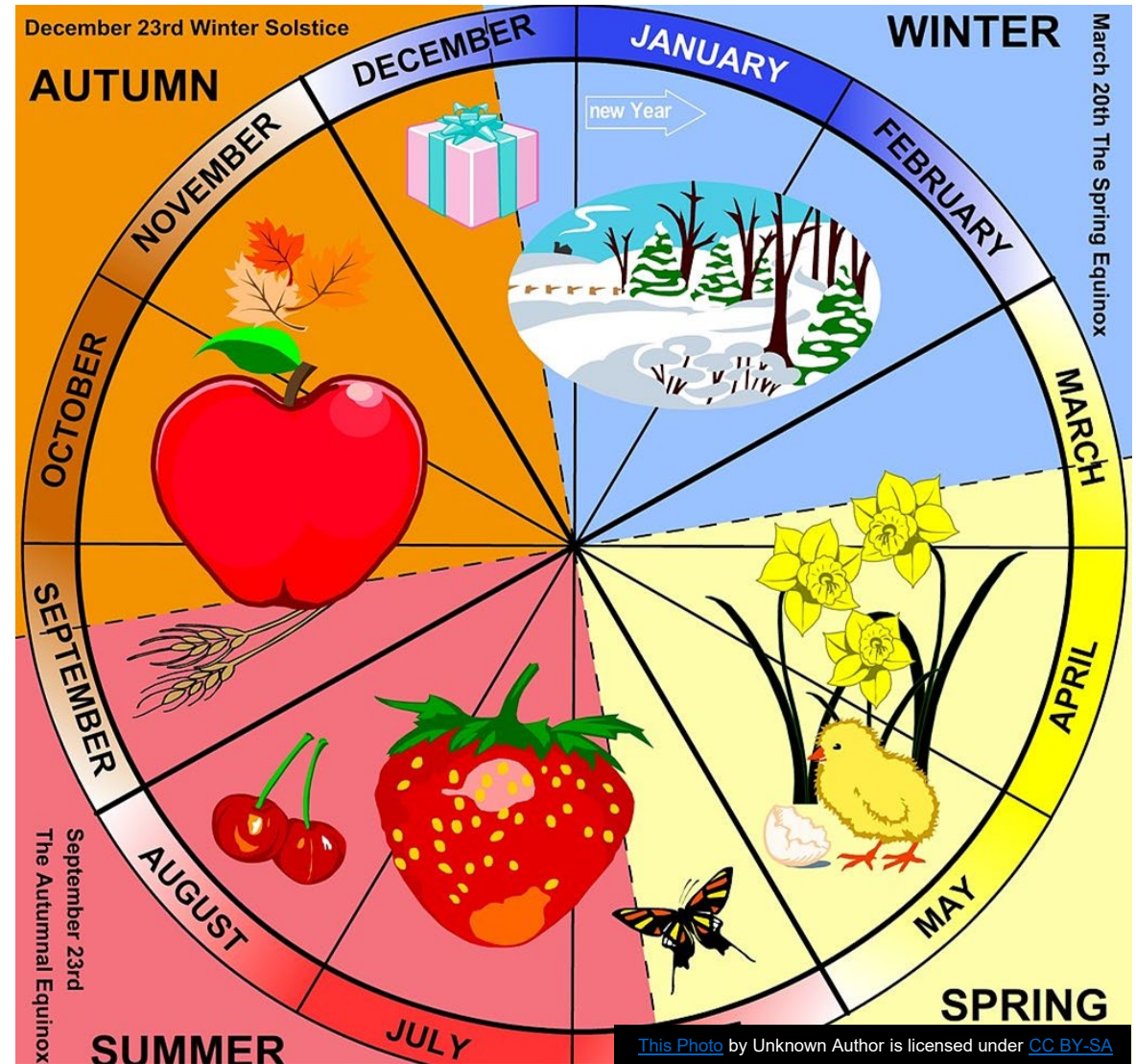


Fractals in Action

- **Individual** healing is not linear.
- **Relationships** often shift, transform, ebb, and flow over time.
- **Groups** take time to build trust, can engage in meaningful work together, sometimes need to regroup to clarify vision/purpose, & will need to pause work on goals to address ruptures.

Fractals in Nature

- **Seed cycle** – seed in darkness, pushing through soil, fragile sprout, growing plant, flowering beauty, producing fruit, etc.
- **Daily Cycle** — Night - Morning – Day – Afternoon – Evening – Night
- **Moon cycle**
- **Seasons and sun cycle**
- Other cycles in nature?



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The background of the slide is a grid of moon phases. The moons are arranged in a 5x5 grid, with the central moon being the largest and most prominent. The phases of the moon vary across the grid, showing different stages of illumination from crescent to full moon. The text is centered over the grid.

Is adaptive

Folks in the space are ready for change, whether that be on an individual level
or societal level.

Reflection

intentional adaptation is how we change.

adaptation: a change in a plant or animal that makes it better able to live in a particular place or situation; the process of changing to fit some purpose or situation: the process of adapting.

intention: the thing that you plan to do or achieve: an aim or purpose

— adrienne maree brown, Emergent Strategy



Opening

Emphasizes interdependence and decentralization

Interdependence and decentralization challenge us all to focus on the common good and share responsibility in the space.

Additionally, folks who are marginalized deserve to have their unique experiences centered (specifically those who are the most marginalized) without being harmed, and an emergent space would require that each individual takes responsibility for not perpetuating such harm.



Interdependence

- What do you think of when you hear the word “interdependence”?
- How do you differentiate interdependence from enmeshment? From unhealthy attachment? From unhealthy individualism?



Centering the Margins = Decentralization

When we center the center, those with power gain more power.

When we center the margins in our work, we necessarily begin with the work of decentralization.

- What does it mean to center the margins in our work?
- How can we do that? Give practical examples in your work.



Decentralization Leaves Room for Marginalized Voices

Folks who are marginalized deserve to have their unique experiences heard (specifically those who are the most marginalized) without being harmed, and an emergent space would require that each individual takes responsibility for not perpetuating such harm.



Is non-linear
and iterative

Growth and healing are not linear processes but rather fluid or cyclical ones. Since emergent spaces are based in adaptability and change, such growth and healing can also be fluid within these spaces.

Reflection

Healing is not linear.

But nothing in life ever really takes a straight path, does it?

Rivers wind.

Valleys dip.

Branches bend.

Many times, in my health journey I thought I was coming to the end, only to realize it wasn't actually the end—it was the start of a new beginning.

- The Hopeful Warrior Blog



Nonlinear and iterative

Linear expectations for the program trajectory are continually revised and shifted throughout the process based on the evolving needs, interests, and expectations of the group.

How can we build this into our process with intention?

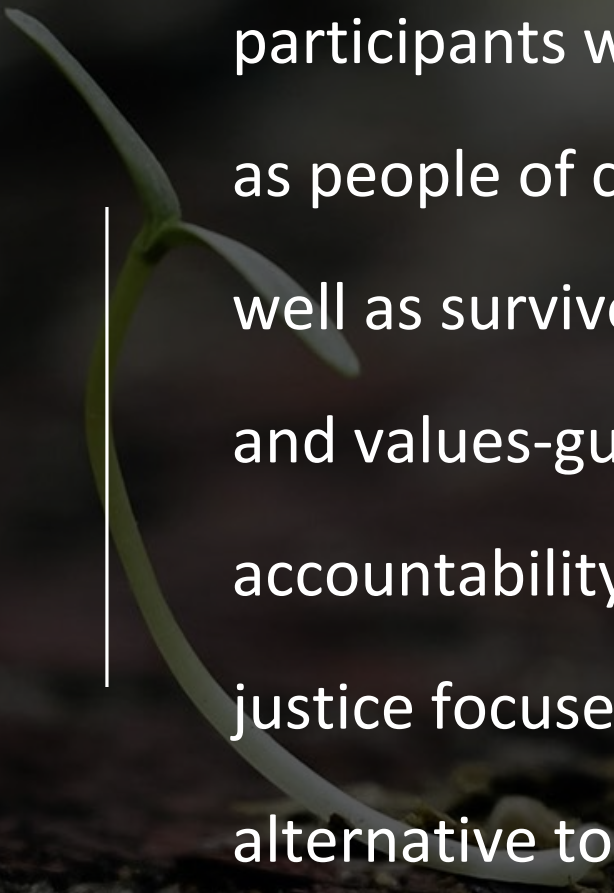
Nonlinear and iterative

Periodically revisit earlier discussions with a focus on integration of lessons learned, ensuring that stakeholders have opportunities not just to learn a concept, but to continually practice it, compare it to their past beliefs and practices, and incorporate it into their personal and professional growth.

What might that look like in practice?



Fosters
resilience and
opportunities
for
transformative
justice



Since these spaces will likely have participants who are marginalised, such as people of color and LGBTQ+ folks, as well as survivors of violence, an expansive and values-guided understanding of accountability is essential. Transformative justice focuses on using methods alternative to police, prisons, and government to address individual harm.

Key Concepts: Conflict

Generative Conflict

- Holds repair and growth as its goals and ideals;
- Is between people who are collaborating toward greater understanding and equity, and who listen to and hear each other;
- Is solution-oriented.

Counterproductive Conflict

- Has being right or proving the other wrong as its goals and ideals;
- Loses sight of collaboration;
- Causes participants, particularly those with marginalized identities, to feel unheard or unseen;
- Is not solution-oriented.

One Key Skill for Generative Conflict:

Learning to Navigate
Boundaries!



So... What IS
a boundary?

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Boundaries

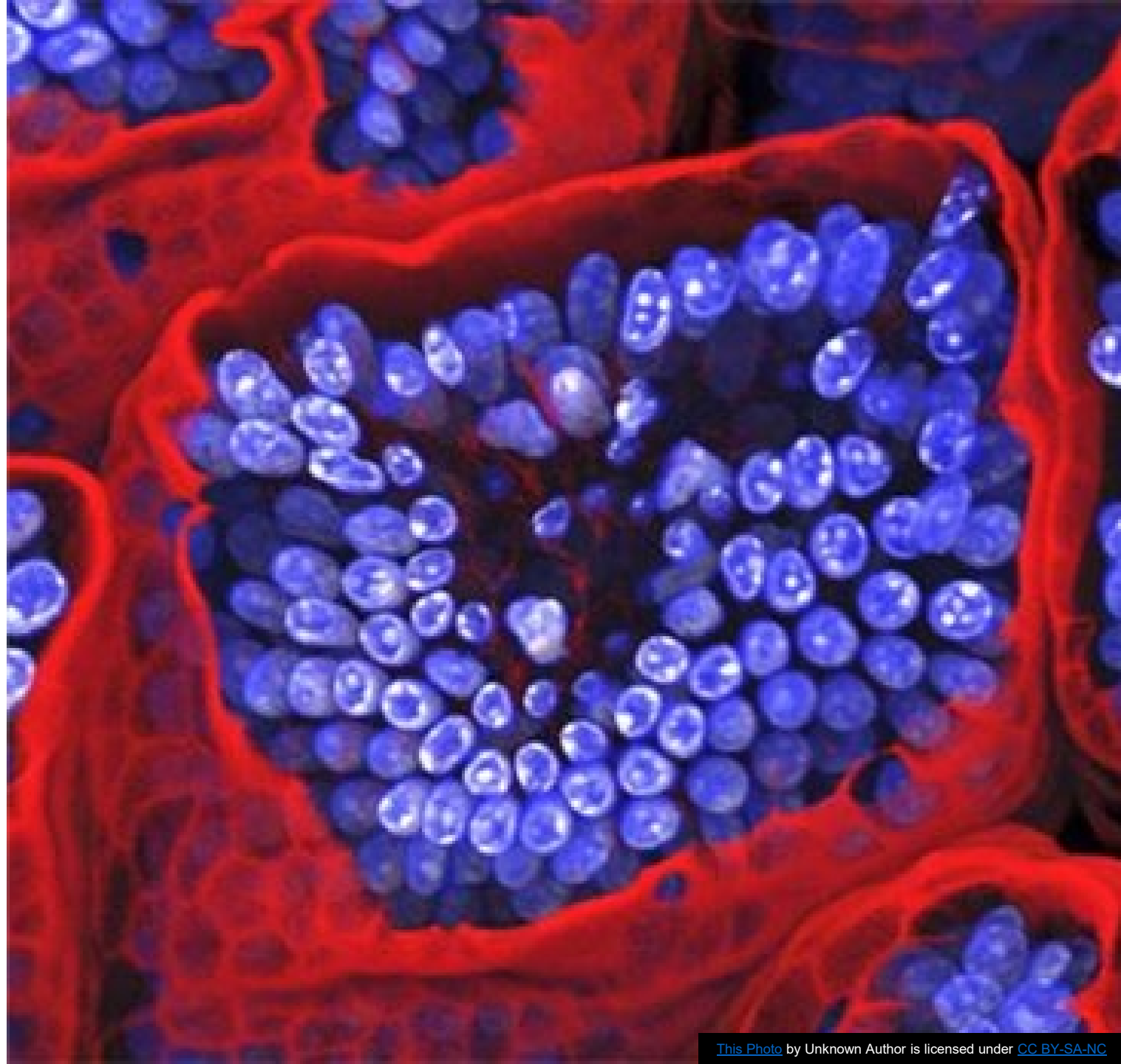
What are some cultural messages we hear about:

- Setting boundaries?
- Saying no?
- Being told no?
- Power and strength?

Boundaries

- What are some reasons someone might not express a boundary?
- What are some reasons someone might struggle to receive a boundary?

Sometimes even when someone expresses a boundary, it is ignored. This is obvious, and yet it is good to remind ourselves.



When responding to a boundary violation being brought to your attention:

1

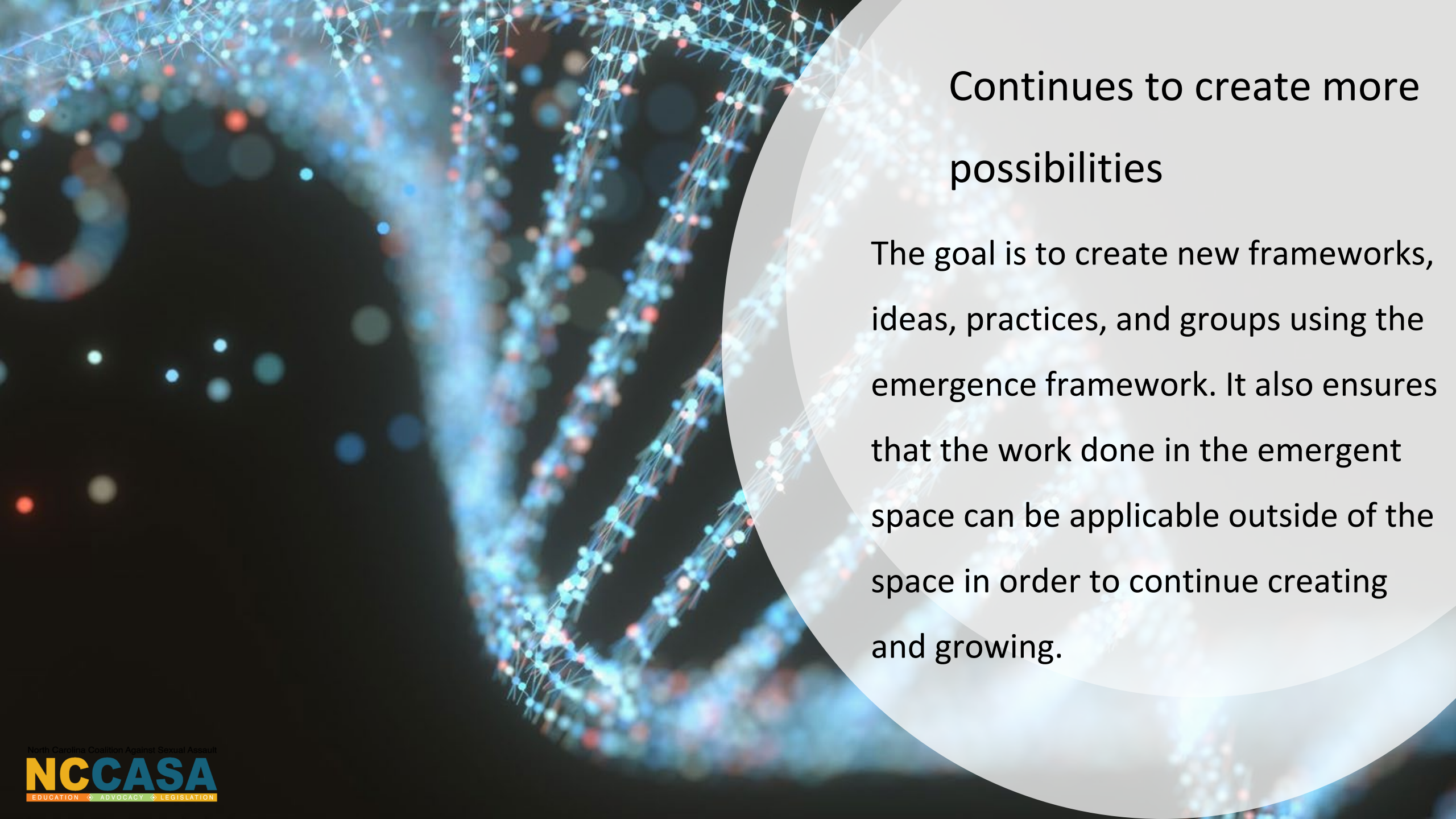
1) Reflect the feelings and the situation (show you understand the boundary you crossed and how that impacted them),

2

2) Apologize (without conditions),

3

3) Respond/intention (Expression intention and/or plan for not causing harm again or making it better when possible)



Continues to create more possibilities

The goal is to create new frameworks, ideas, practices, and groups using the emergence framework. It also ensures that the work done in the emergent space can be applicable outside of the space in order to continue creating and growing.

Group Process and Stages



Begin

- Develop agreements
- Build trust



Implement

- Norming and performing
- Practice Emergence



Close

- Process experience
- Next steps & new spaces



Centering the
Values of Emergent
Space in Our Sexual
Violence Prevention

- Love led by Community Accountability
- Transformative justice
- Decentralization
- Interdependence
- Share your thoughts!



Questions?
