

COLLEGE OF ALBERTA SCHOOL SUPERINTENDENTS
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Community Engagement

Diversity, Differences & Dialogue



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Bold Conversations, Radical Change.



TOPENT

Creating What Matters



**LIFE IS MOVING IN THE
DIRECTION OF THE
CONVERSATIONS WE
ARE HAVING**



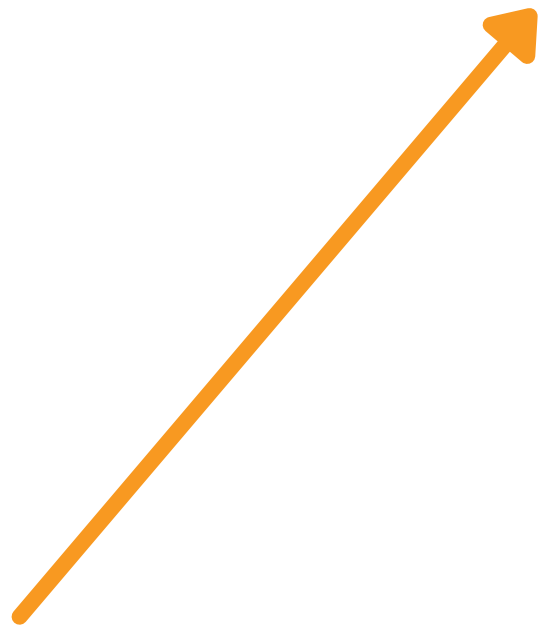
TOPENT
Creating What Matters

Quest to change
the course of
conversations



Relationships are
the sweet spot

SUCCESS



What people think
it looks like



What it actually
looks like



"I've learned to listen, and to see people as people."

BRIANNA FAYAD
CANADIAN PARTICIPANT,
PEACE CAMP OTTAWA

"A two-way process: By which the aspirations, concerns, needs and values of citizens and communities are incorporated at all levels and in all sectors in policy development, planning, decision-making, service delivery and assessment; and,

By which governments and other business and civil society organizations involve citizens, clients, communities and other stakeholders in these processes."

- *United Nations, Brisbane Declaration on Community Engagement*

DEBATE

VS

DIALOGUE

- There is one "right" person
- There is one "best" option
- We aim to prove our own point while disproving others
- Someone wins / Someone loses
- Searches for weakness or flaws in others' positions

- Bringing together many voices, many perspectives, many experiences
- Listening beyond our position
- Increase understanding of others and ourselves
- Spirit of curiosity, openness and willingness to change
- Explore disagreements
- Searches for strengths and value in the others' positions



“Dialogue is not about the loudest voice winning and it’s not about voting. It is about engaging people in conversations about decisions that may affect them, their family and their community. It’s about listening and communicating in an open, clear and honest way.”

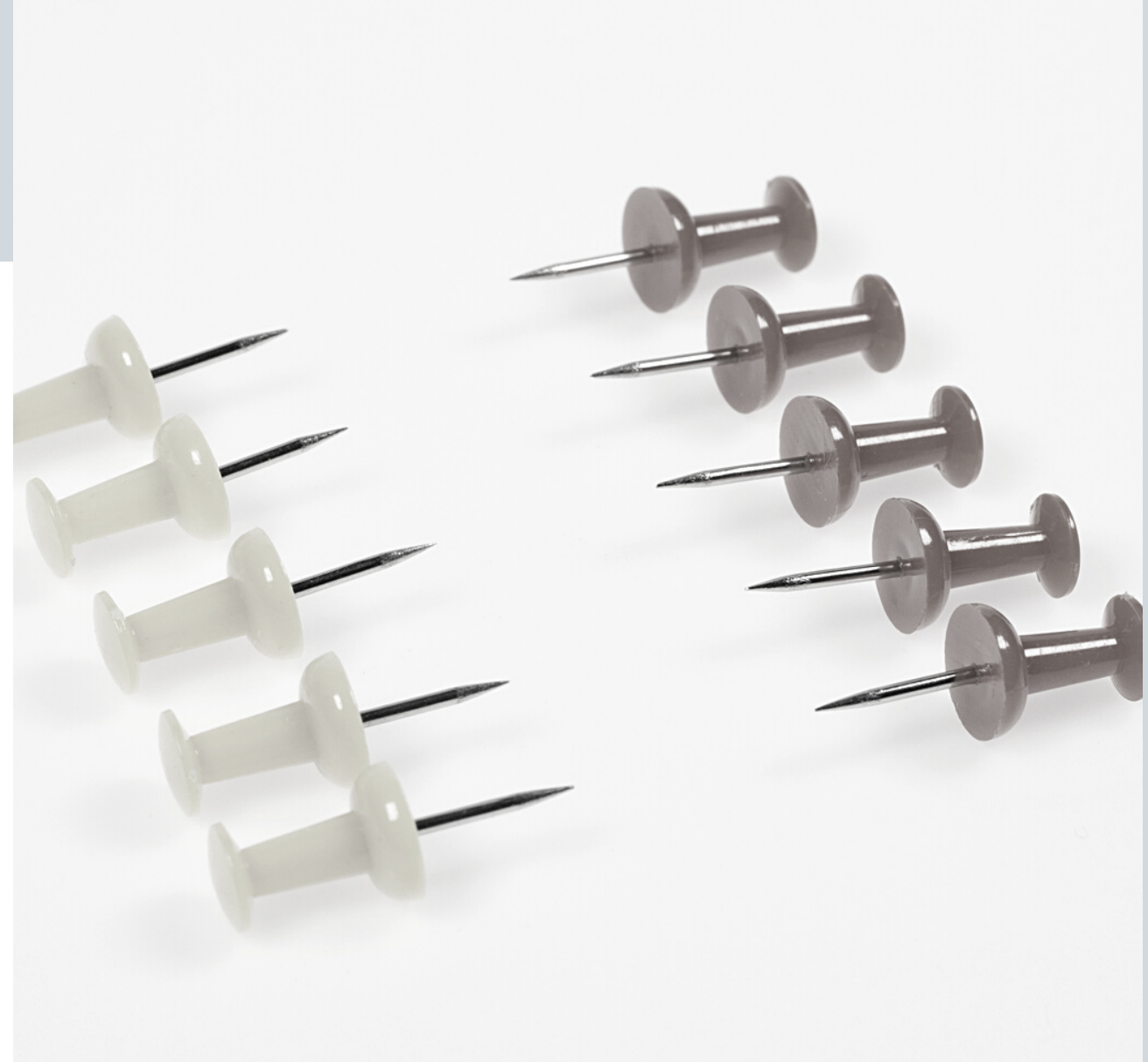
-CALGARY BOARD OF EDUCATION

In the chat box:

- Where are you joining from today?
- One thing you are hoping to take away from this session?

In the chat box:

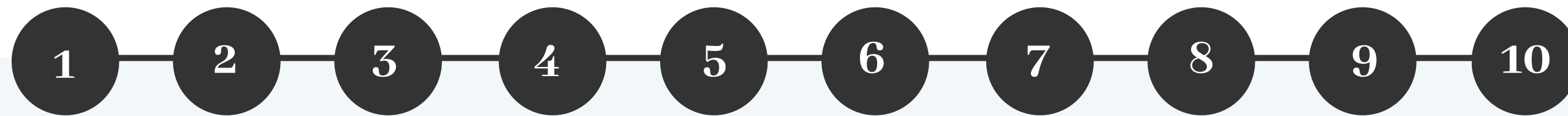
**How many really
tough conversations
have you had in the
past 2 months?**



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NOW THINK ABOUT THE QUALITY OF THOSE CONVERSATIONS.

When you think of tough conversations that matter and impact you and those you lead and serve...how well did they go on a scale of 1 to 10?



They went super well!

Well that was a disaster!



Talking "at"
Talking "with"

Our
emotional
bandwidth is
shrinking



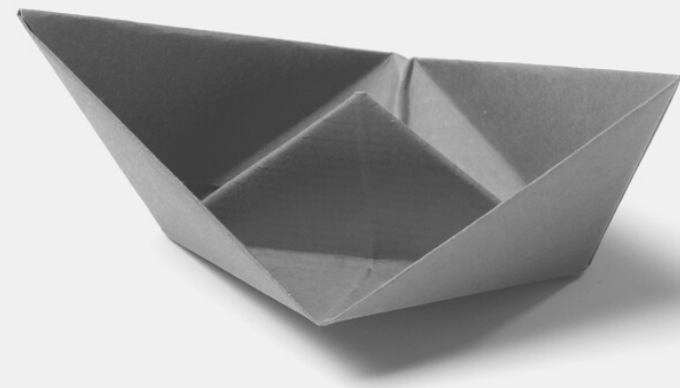
Diversity, Difference, Dialogue

Diversity, Differences, Dialogue

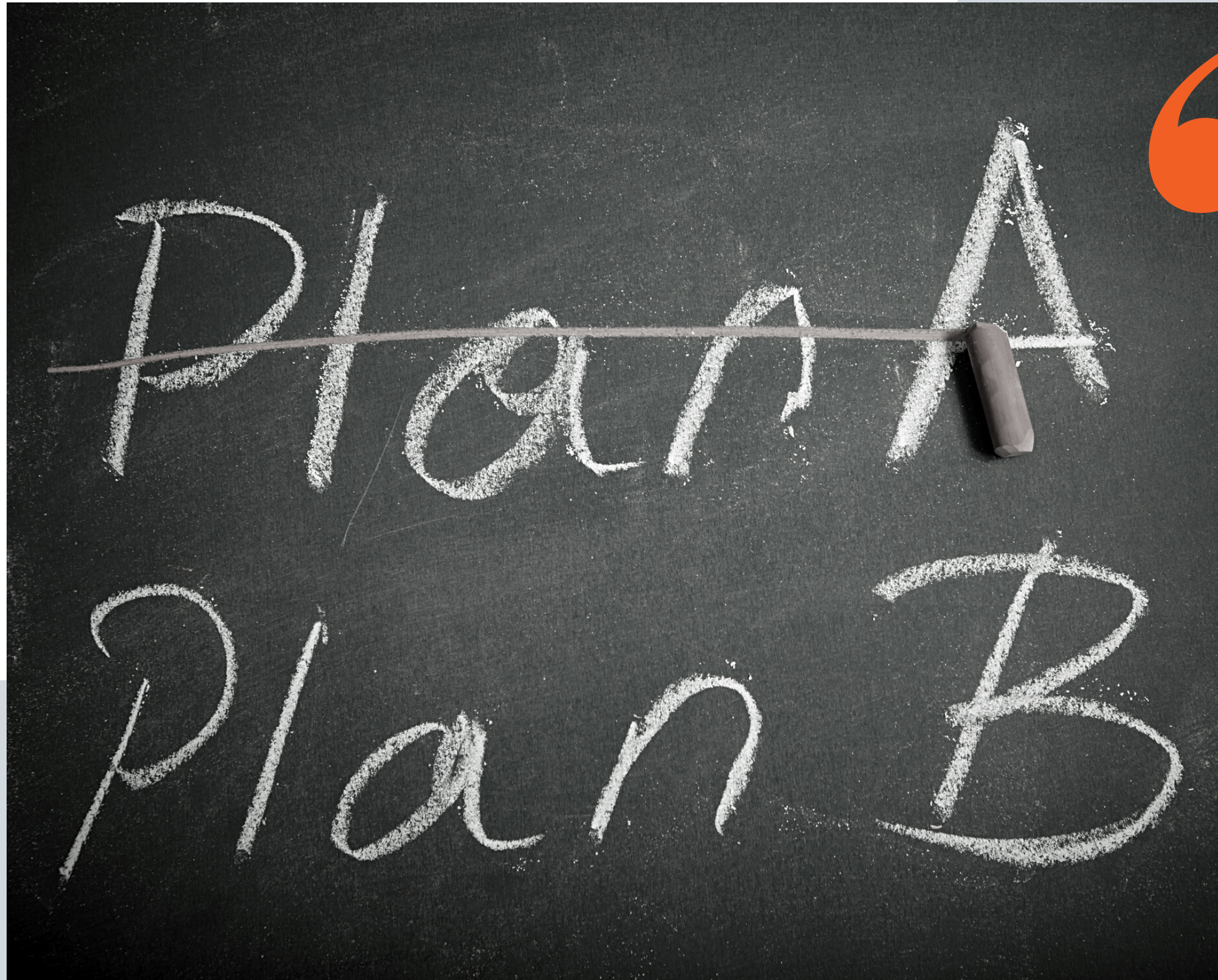


So many
tools, so little
connection

CHANGING BEYOND “A PIVOT”



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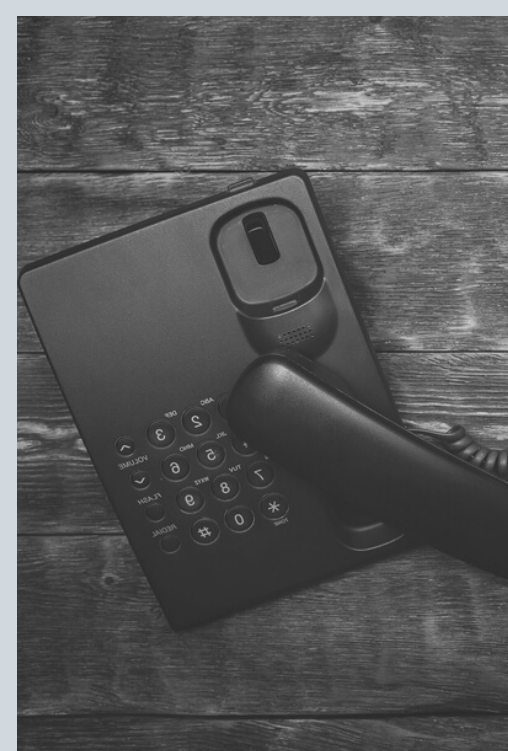
If I could make one change about how I engage with my communities it would be...

In the chat box:

Think about a conversation that didn't go as planned, that created outcomes you weren't expecting.....

What are a few words to describe that experience?

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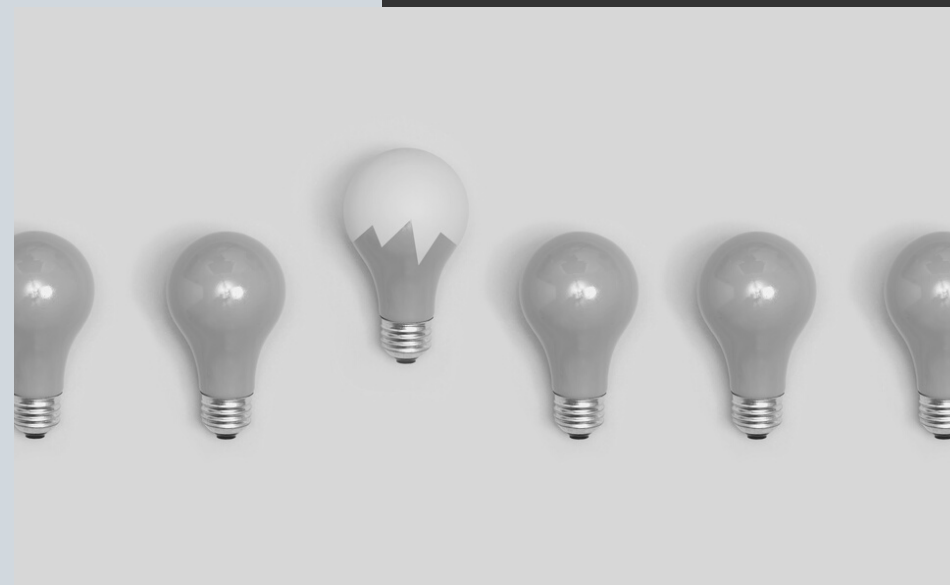
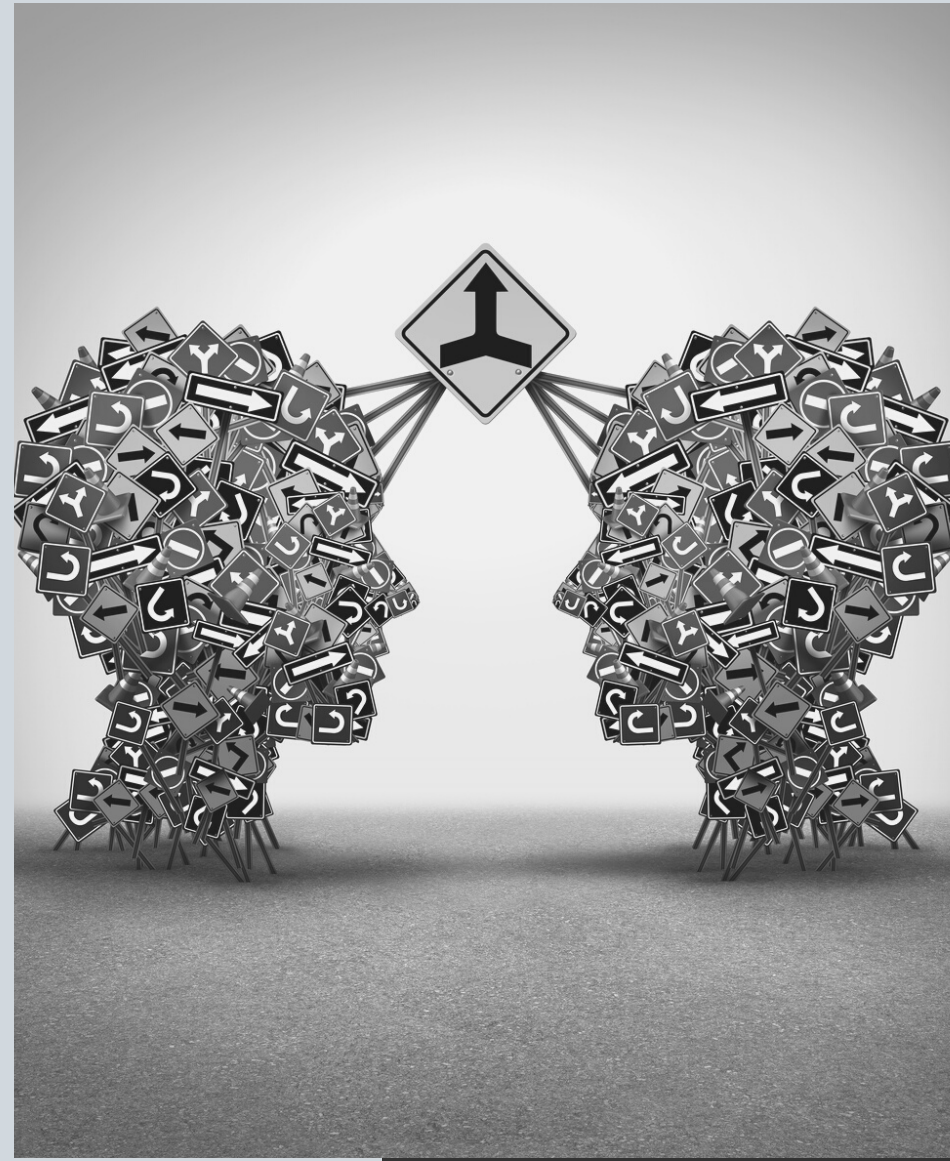
What
Works

What
Doesn't

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**FACTS + FEELINGS = MEANINGFUL
DIALOGUE**

b
+ 2ab
+ 3a
+ 4a



You may NOT
find **agreement**
but you just might
find **alignment**

Ready to be in charge and not be in control?

“Power is self-sustaining,
permanent, stationary,
and invincible.”

“Force is temporary,
consumes energy, and
moves from location to
location.”



The system is
not broken.

It was built
this way

Relational vs Transactional Engagement



Trust is not built in big,
sweeping moments. It's
built in tiny moments
every day.

-BRENE BROWN

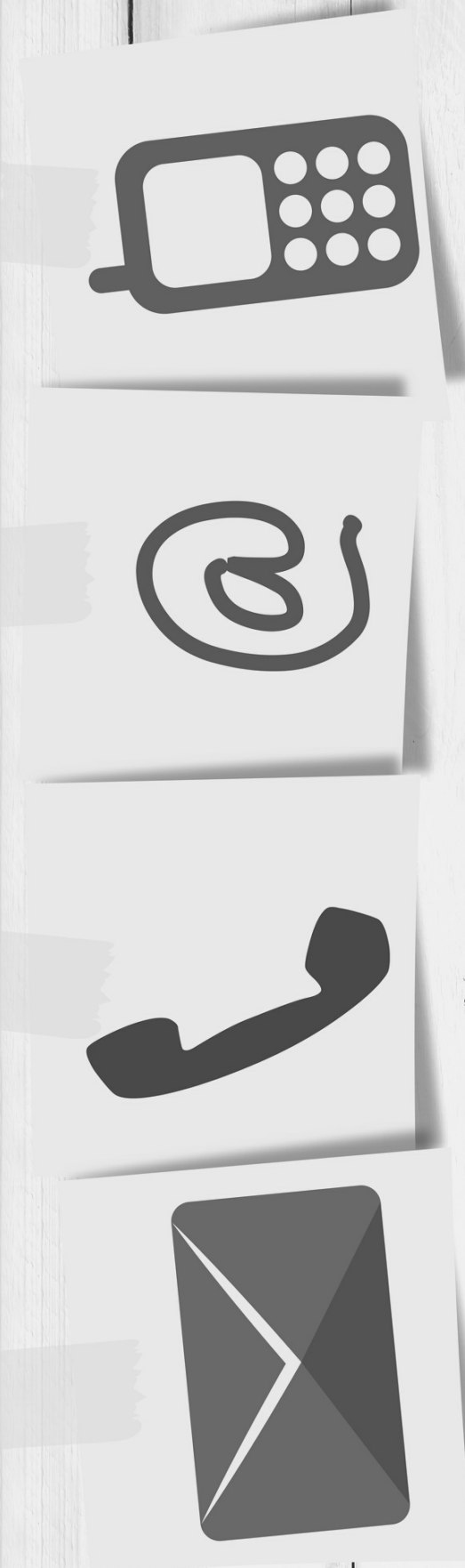




In the chat box:

What is one thing you have
now, that you didn't have
when we started out time
together?

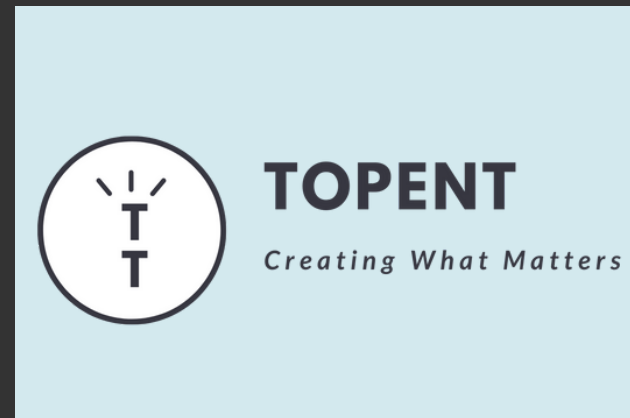
**THANK YOU
&
STAY CURIOUS**



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