BREXIT SPECIAL 2: UNIFYING DIVIDED TEAMS
THE WORLD OF WORK PODCAST
SERIES 2
EPISODE 20
Reflecting on Brexit, J&J discuss some things that civil society have done to bring divided groups together before reflecting on division in the workplace and exploring if there are lessons to be learned from civil society.

### Factors Considered

The NPC produced a report in 2004 on helping young people in divided communities. It’s behavior change program focused on three intervention types: Creating shared spaces, Leadership & Training.

### NPC: Side by Side - Young People in Divided Communities

New Philanthropy Capital

- **Shared Space**: Sharing spaces with others provides an opportunity to understand different cultures, identifies and ways of being, thus helps bring people together.
- **Leadership**: Community leaders should be representative of their populations, and should lead for increased understanding in the community.
- **Training**: Training on understanding flashpoints, understanding choices, responsibility, understanding conflict and opinions and reparations.

### Tom Wolff’s Power of Collaborative Solutions

1. Including the people most affected by a problem
2. Fostering true collaboration that goes beyond simply sharing information
3. Focusing on a community’s assets, not its deficits
4. Creating a democratic process in which everyone has a say
5. Taking action that involves social change
6. Engaging people at a spiritual level

### The Mission

- We try to understand the other side’s point of view, even if we don’t agree with it
- We engage those we disagree with, looking for common ground and ways to work together
- We support principles that bring us together rather than divide us

### Red/Blue Workshops (Based on Family Therapy)

- 7h mixed group workshop (red / blue) using structured conversation to explore lived experience
- Purpose is to listen to others and express own views without trying to change anyone’s minds
- Outcome should be understanding of the other group’s views, and of them as human beings

### Stereotypes Activity

- Group brainstorms the negative stereotypes they think others have of them.
- They present these to the other group along with explanation of why they are wrong, but also what the kernel of truth is in them.

### Fishbowl Activity

- Standard “fishbowl” meeting approach with one group in middle and one around.
- Groups take turn in bowl, discussing their lived experiences, political views & doubts.
- Observers just observe.

### The Emotional and Intellectual Transformation of De-Polarization

<table>
<thead>
<tr>
<th>Emotion</th>
<th>Hatred</th>
<th>Disdain</th>
<th>Pity</th>
<th>Basic Respect</th>
<th>Respect &amp; Admiration</th>
</tr>
</thead>
<tbody>
<tr>
<td>Phrase</td>
<td>&quot;They are enemies&quot;</td>
<td>&quot;They are deplorable&quot;</td>
<td>&quot;They've been duped&quot;</td>
<td>&quot;They have something to contribute&quot;</td>
<td>&quot;They have lots to contribute&quot;</td>
</tr>
<tr>
<td>View of Others</td>
<td>They want to harm us</td>
<td>Ignorant &amp; should know better</td>
<td>Well meaning but fooled</td>
<td>Some valid points, though perspective flawed</td>
<td>Important perspective even if I only agree with parts of it</td>
</tr>
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**Better Angels: A US Citizens Organization Working to Depolarize America**