

## **What is ICI?**

ICI (Insight for Community Impact) offers reasonably-priced workshops and training programs for community leaders, workers in the social and non-profit sectors, and anyone else who wants to improve their understanding of group behaviour. Our workshops focus on improving leadership, increasing understanding of group dynamics and behaviour, and working through difference for mutual understanding and benefit. ICI is sponsored by Bureau Kensington Consulting, Working for Change, West Neighbourhood House, PARC, and is supported by University of Toronto Student Services.

## **What does ICI believe?**

We believe that unconscious forces influence group and individual behaviour; that deep, unspoken, and unconscious feelings, desires, and needs can cause us to act in ways which create or prop up injustice and -isms; and that by improving our understanding of how these forces affect us and the groups we take part in, we can better work through them to create justice in our world.

## **How does ICI work?**

ICI workshops and events are based on the Group Relations or Tavistock method. This is an experiential learning method, where participants learn about group dynamics and group behaviour through studying the experience of being in a group in the “here-and-now” – in the moment as it happens. Through a combination of large and small group work, theoretical, and analytical sessions, participants develop a greater understanding of how the unconscious affects group life and how to work with it [something like that]

## **Why ICI?**

As the political and social events of the past few years have shown, people are not rational. We make choices against our own interests, against decency and common sense, against justice and fairness. We elect leaders who despoil our environment, we refuse to solve social problems if the solution is too difficult, and we target marginalized people and communities as responsible for all of our problems. Why do we do these things? Why do we continue to harm each other and ourselves? In spite of humanity’s vast knowledge and achievements, why can we not learn from our mistakes?

The ICI method offers one way of working through this problem. If we can better understand ourselves and our groups, we can think better, work better, and be better.