



# EXPLORING difference

*University of Toronto | May 1-3 2020*

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A workshop in the Tavistock tradition

May 1-3, 2020

University of Toronto  
[Ici-ici.ca](http://Ici-ici.ca)

**ICI**

Insight for Community Impact

ICI is pleased to present the 4th annual **Exploring Difference** workshop, an experiential group workshop in the Tavistock tradition. Join us for this three-day non-residential workshop as we work to make sense of difference, authority, and irrationality, developing a “curious regard” for rethinking equity.

## Director’s Invitation

We live in a moment characterized by increased polarization, where identities and identifications are becoming more and more rigid, where our choices about who we are and our differences are becoming more constricted by anxiety and by authoritative ways of thinking. These can limit possibilities for exploration and learning. In this moment in Canada, we need new venues for engaging with one another. We need new ways to think about who we are and what we are trying to accomplish. And we need opportunities to practice what we call **curious regard**: to recognize systemic and structural inequalities while nonetheless pursuing connectedness; to grapple with the authorities that shape our unconscious and conscious selves.



On behalf of Insight for Community Impact (ICI)’s **Exploring Difference 2020**, I welcome you to our experiential 3 day learning event in the Tavistock tradition. It is a unique opportunity to study your own experience and that of other: to explore our multiple belongings as well as the unconscious group dynamics which shape these in real time, with out everyday distractions.

The Workshop is not a therapy space but rather a learning opportunity. Neither is it a teaching space. It is a space that offers immediate and direct opportunities to explore what’s going on - your own experience, feelings, and thoughts in relation to belonging, difference, and authority. It can be challenging. Its task is to allow for deeper insights into how we can make a different sense of the differences with which we must contend.

Barbara Williams EdD  
Workshop, Director

## REQUIREMENTS

- There will be 3 **information sessions** prior to the Workshop. If you have not attended an ICI event before, you must attend a 1-hour information session to gain a more detailed understanding of the process. When you complete the application form, please indicate which session you plan to attend.
- We ask you to agree to hold in confidence everything that takes place in the Workshop.
- Because the Workshop is an intensive learning experience, if you are experiencing serious personal difficulties this may not be the time for you to participate. You will be asked to indicate that you are **feel able to participate at this time**.
- The Workshop will involve 2 movement sessions. If you require accommodation for these sessions, please request them on your application form.

## INFORMATION

**Task:** The task of Exploring Difference 2020 is to explore difference and the authorities that are mobilized in understanding difference. The workshop also enables curiosity through story-telling, working with real dilemmas, in here-and now moments, and in movement to experience and examine conscious and unconscious dynamics within ourselves, with others, and the group-as-a-whole.

**Who this Workshop is for:** Anyone wanting an opportunity to learn through immediate and direct experience about difference, conscious and unconscious group dynamics, and influence and authority in addressing difference. No background or experience is necessary to participate. As the Workshop attendees and learnings change with each Workshop, each Workshop is a new adventure.

### **You will have opportunities to learn:**

- How people explore, defend, rely on differences to make sense of themselves and others – including but not limited to race, class, gender, age, ethnicity, sexual orientation, education levels, occupations.
- How we and others block or enable curious regard.
- How people join and engage in groups, resist authority, and develop roles and identities.
- How people take up and resist the freedom to think and learn.
- The difference between the stated task of a group's work and the task it appears to pursue.
- How people contribute to and obstruct getting the group's task accomplished.
- How members of a group exercise authority, power and influence in meaningful and appropriate ways — both as leaders and as followers.

## EVENTS

**Workshop Opening:** The opening welcomes members and consultants and presents the design, underlying concepts, roles and administrative details.

### HERE & NOW EVENTS

**Large Storytelling Group (LSTG):** is comprised of all workshop members and 1-2 consultants. The task is to explore a moment of difference that you experience now in your life and how you make sense of it, with the intention to reviewing how or if this moment or similar ones shift over the course of the weekend.

**Small Study Group (SSG):** is comprised of 6 - 10 members and 1-2 consultants. The task of the Small Study Group is to study difference and authority in the here and now as they unfold in face-to-face exchange.

**Large Study Group (LSG):** is comprised of all workshop members and 2-4 consultants. The task of the Large Study Group is to study difference and authority in the here and now as they unfold with limited face-to-face exchanges.

**Movement events:** are comprised of all workshop members and consultants. There are 2 movement events in Day 1 & 2 which are to provide opportunities for members to learn about difference through movement.

### REFLECTION EVENTS

**Role Analysis Group (RAG):** comprised of 4-8 members and 1-2 consultants at the end of Days 1 and 2, where the task is to examine the roles you have taken up, been assigned, or found yourself experimenting with, and the differences you saw as the Workshop progresses.

**Application Group (AG):** 4-8 members and 1-2 consultants. At the close of the Workshop, the AG Application Groups provide you with the opportunity to review and discuss the meaning of the events of the Workshop and how to apply your learnings. This offers a bridge between the here and now workshop experiences and the dynamics of life outside of the Workshop.

**Workshop Closing:** provides an opportunity for members to review their learning experiences with others.

## WORKSHOP SCHEDULE

*This draft schedule is subject to change. A detailed agenda will be provided to all members.*

### Friday, May 1

|       |  |
|-------|--|
| 8:30  | Registration and refreshments                                      |
| 9:00  | Workshop events: Conference opening, Large group storytelling, etc |
| 12:15 | Lunch  |
| 1:00  | Workshop events: Small and large study groups; review              |
| 5:00  | End of day 1   |

### Saturday, May 2

|       |   |
|-------|---|
| 8:30  | Refreshments  |
| 9:00  | Workshop events: Small and large study groups                 |
| 12:00 | Lunch   |
| 1:00  | Workshop events: Movement session; small study groups; review |
| 5:00  | End of day 2  |

### Sunday, May 3

|       |  |
|-------|--|
| 8:30  | Refreshments                                       |
| 9:00  | Workshop events: Small and large study groups      |
| 12:15 | Lunch  |
| 1:00  | Workshop events: Movement session; review; plenary |
| 5:00  | Member and staff farewells                         |
| 5:30  | Workshop end                                       |

## READINGS

The following readings are available at [ici-ici.ca/exploring-difference-2020](http://ici-ici.ca/exploring-difference-2020):

- The Tavistock Primer
- Managing the Unconscious at Work
- ICI For Beginners
- Boundaries, Authority, Role, and Task (BART)

## STAFF

Members of the staff design and manage the Workshop by attending to the boundaries of Workshop events; the boundaries (B) are authority (A), role (R), and task (T) as well as time and territory. Staff do not manage the participants or their behavior (within the bounds of what is permitted by law), but instead collectively manage the boundary conditions that allow the participants freedom to engage with the primary task as they choose and as they authorize themselves and each other to do.

**Barbara Williams:** Workshop Director, Director of the LSG

**John Wilkes:** Director of the Training Group; Director of the STGs, Review & Application Groups

**Fabio D'Apice** - Design consultant

**Tanya Lewis** - Director of SSG

**Janelle Joseph** - Leader of Movement Sessions

**Kristin Mueller-Heaslip** - Director of Administration

**Danielle Benton** - Associate Director of Administration

## CONSULTING STAFF

Consulting staff will be drawn from among the following:

**Rouya Botlani Esfahan**

**Kristin Mueller Heaslip**

**Linzi Manicom**

**Stewart Morton**

**Lubna Khalid**

**Bia Curado**

**Lynne Woolcott**

**Janelle Joseph**

## REGISTRATION AND FEES

Your registration fee of \$450+HST covers all materials, lunch, and events. A 10% discount applies to previous attendees, sponsor organization employees, and registrations completed before March 6, 2020. Limited bursaries are also available. Withdrawals after April 1, 2020 will not be refunded unless the position can be filled from the waiting list. In event of a refund, a \$30.00 fee will be withheld to cover administrative costs. **Register now** at [ici-ici.ca/exploring-difference-2020](https://ici-ici.ca/exploring-difference-2020).

*ICI is sponsored and supported by:*

