

INTRO TO GENERATIVE CONFLICT & PRINCIPLED STRUGGLE

Created by Bianca Edwards for [Calling In & Up](#)

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Description:

ABOUT THE PREPARING FOR GENERATIVE CONFLICT AND PRINCIPLED STRUGGLE SERIES: Many of us have longed for spaces that feel safe, that shield us from the harshness and isolation of living in a world that doesn't seem to want us or our stories. That doesn't know how to meet us when our rage, fear or dissatisfaction show up. For many women identified people of color, conflict is present everywhere we turn. In our homes, on the streets, in our jobs, in our heads. We long for somewhere quiet and safe. We yearn for spaces that can hold and nourish us. We see you and we know this. We also know that in order to create those spaces we must transform. And as we all know, transformation ain't always easy. We do not have a magic formula to follow when conflict shows up. What we can and hope to offer here is a deeper awareness of who you are and what you need in order to practice being in discomfort and tension.

ABOUT THIS SESSION: In this session, we invite participants to reflect on what their lived experiences have taught them about conflict, consider another way to be in conflict, and practice connecting with the body around conflict. We hope this session invites you to think about how you engage in conflict; what are the stories you hold, what society tells us, what we learn in our homes and to then consider the gifts of tension and what all of these together gives us.

We recommend offering this session as the first in our [series on Preparing for Generative Conflict and Principled Struggle](#).

A couple notes:

- This session is not designed to address active conflict. We do offer [some guidance](#) about how to facilitate this session if there is active conflict in your group. We also refer to [additional resources for active conflict](#). Groups should seek support or [wise counsel](#) to resolve that issue.
- This session is meant to be facilitated by those who have some experience or familiarity with somatics. If you are looking for facilitators who have this experience, we recommend checking out [The Embodiment Institute](#), [BOLD](#) and/or [Strozzi Institute](#).

about the session

Purpose: To gain greater awareness of what generative conflict can teach us as we lean into principled struggle.

Outcomes:

- Participants understand the concept of principled struggle and the tools we're developing to engage in it
- Participants begin to learn that conflict can be generative.

Process: 130 min with up to 25 people (plus pre-work)

Connection to [Vertical Development](#):

- **Awaken:** *This session reveals for participants how society is structured around oppression, how that stops interdependence, and maintains isolation/"othering." Participants become more aware of how our bodies hold and respond to conflict.*
- **Unlearn/Discern:** Here we disrupt the belief that conflict happens to us or that it is inherently harmful and begin learning how to engage with conflict as a generative and a great teacher.
- **Advance:** Throughout the sessions we learn new practices that shape how we respond when it arises going forward.

facilitator preparation

Designed for in-person or virtual facilitation, preferably in-person

For more on moving sessions online, check out [Dynamic Meetings from Training for Change](#), [Training for Change tools for online facilitation](#).

How to Integrate into Program/Agenda:

- **Set the container before entering this space.** We recommend creating a [liberated zone](#) (or something like it) before facilitating this session with your group.
- **We recommend facilitating this as the first in our [Preparing for Generative Conflict / Principled Struggle series](#).** See the other sessions in this series at link.

Preparation:

- **Ground in the resources used in the session.** Read/listen to resources in participant pre-work and “How to keep this session fresh and relevant?”. Prepare stories/examples you can share with your group. Try to keep the stories under 2 minutes.
- **Trust yourself.** Generative Conflict is and can be a tender topic for many of us. We each hold stories around the why’s, how’s, and because of’s...and that is what makes us human. Your “humanness” is what makes you unique and brilliant. Allow your intuition to help guide you as you support others in moving through this session. Part of the magic of this session is that you share what it is like for YOU to live within a body that is learning to navigate conflict. Weaving personal stories offers others a reminder that they are human and don’t need to get it perfect for it to be right.
- **Be prepared to hold boundaries around the purpose of the space.** We have learned that navigating conflict usually brings up so many stories, some we cannot even articulate, that have taught us how to navigate our fear, pain and joy. This is a place to practice truth and vulnerability, while also knowing the extent to which your participants want to go and what you can hold. This is not a therapy session.
- **Ready your support team.** We suggest that your facilitation team get a support team or wise counsel in place in case something comes up that you cannot hold. This is especially true if you are tender to this topic, currently moving through heavy grief or loss, or in a transformative space. The facilitation team itself should also be prepared to hold space for anyone that needs to talk or process outside of the training group session.

Materials:

- Large Self-stick Easel Paper, Kraft Paper or Butcher Paper
- Markers
- Post-it Notes
- Fidget Toys (for in-person or “care boxes” shipped to participants)
- [Generative Conflict Slides](#) (note: This slide deck is for all 3 sessions in the series)

How to keep this session fresh and relevant?

A lot of folks have been talking and thinking about this topic recently! Check out some of the work that we’re following here:

- (also in pre-work) [Generative conflict as a practice of Liberation](#)
- (also in pre-work) [Prentis Hemphill: On Meeting Emotions with Curiosity](#)
- (also in pre-work) [Episode 98: Ecosystems for Change: Embracing Generative Conflict in a World on Fire with Deepa Iyer](#)
- [Ecstatic Belonging: The Generative Conflict Map](#)
- Poem: [Conflict Resolution 101](#) - adrienne maree brown
- [Right to Comfort, Power Hoarding and Fear of Open Conflict](#)
- [Brave Talk Space on Conflict](#)
- [The Thin Book of Trust - Charles Feltman](#)

additional resources for active conflict

From Calling In & Up:

- [Risk Transformation Assessment](#): In this session, we unpack the relationship between power and risk -- and accountability to take strategic risks with the power we have. What is a strategic risk and what supports do I need? What does taking risk on purpose, for purpose look like? How can I move from this place? We anchor this session in tool developed by Viveka Chen from the POP model (created by Leslie Sholl Jaffe & Randy Alford) and How to Respond to Microaggressions (by Hahna Yoon). This tool can help those in active conflict come generatively into this space.

Other resources:

- [friends and teachers of emergent strategy and adrienne marie brown](#)
- [common social change library](#)
- [On Conflict and Consensus: A handbook](#)

process (130 min + pre-work)

pre-work for participants (approx 2.5 hours)

- Read
 - [Generative conflict as a practice of Liberation](#) (5 min)
- Listen
 - [Prentis Hemphill: On Meeting Emotions with Curiosity](#) (30 min)
 - [Episode 98: Ecosystems for Change: Embracing Generative Conflict in a World on Fire with Deepa Iyer](#) (67 min)
- Journal (60 min)
 - Questions and Curiosities: What is a story you hold/or tell yourself about conflict? Who are you in this story? Did the conflict happen to you, with you, because of you? How do you know? What happens to your breathing, and your body, as you think about this question? Notice and make note of what you are experiencing. Are you shaking, did your lips get tingly, do you have butterflies in your stomach, have you stopped breathing or hunched your shoulders? Just notice, do not try and change. Most importantly...Breathe
 - Note: "Journaling" can include voice notes, written ideas/thoughts, typed up info, drawing, painting, doodling, etc.

Welcome and Intro (15 - 20 min)

- Welcome Everyone into the space, including:
 - Introductions (example: Name, Role, Curiosity/Hope for the session)
 - Logistics - Restrooms, body care, food/meal times, space setup, etc.
 - Agenda
- Invite everyone into a 5 minute (or less) **SOMATIC PRACTICE: Centering**
 - What is a *Centering Practice*? It's a practice in awareness. Of noticing where you are in this current moment. Not just physical time and space but quality and speed of thought, sensation, smells, feelings.
 - **Centering** is done in **4 dimensions: length** (*dignity*). **Width** (*connection*). **Depth** (*Past, Present, Future*). **Commitment** (*what are you hoping/longing for or building a future towards*). See a full centering practice with the 4 dimensions [here](#).
 - Here is an example of a quick centering practice in addition to the 4 dimensions, listed above.
 - Take a moment to just breathe
In
Out
Invite participants to take a collective breath (because sometimes people just hold it).
Let them know their eyes can be opened or closed, they get to choose.
Now, we are going to spend a moment paying attention to what is happening in our body.
 - **FACILITATOR:** Pause for a moment after asking each of these. Count to 5 or 10

in your head, if helpful.

- What are your sensations -- for example, hot, cold, tightened, contracted, or tingly, numb?
- What are your moods, emotions, and automatic assessments?
- Are you centered or off-center?
- Open or closed?
- Relaxed or contracted?
- Extended or withdrawn?
- Connected or disconnected?
- Blending or resisting?
- After you become good at noticing these things when you're alone, pay attention to what happens when you're in conversations. Don't judge, just observe.
- **Invite a few participants** to share out loud **ONE WORD what they feel or notice.** Start them off by offering an example (e.g. Warm. Tingly. Numb. Excited. Nerva-cited (nervous and excited together)).
- We are going to be taking moments to Center or do a Somatic (Body) exercise so that we can get better at noticing where we are. This helps us make different connections and builds our "muscle" as we begin learning about how to engage with generative conflict.

Slide 1: Generative Conflict Title Slide (10 minutes)

- Set the Container: We want to take a moment to share with each of you our gratitude for being in this space with us. As we step in we want to offer some guiding principles:
 - **Go to your learning edge.** This means when you start to feel uncomfortable, take a moment to breathe into that discomfort or tension. See what it feels like there.
 - **Invite our bodies to share their brilliance.** We understand conflict brings up a lot for people. I'm sure just me saying the word now brought up something for you. Notice that thing. In this space we are going to invite our bodies to show up. To be curious about the brilliance we already hold around conflict and generativity.
 - **Practice a liberated zone.** We will review our [liberated zones](#) or community agreements (see [example](#)).
 - **Practice curiosity first.** You can notice if you want to judge or make an assessment, and then we ask that you let it move out of the way like a cloud making its way through the sky.
- Share a personal story about conflict.

Slide 3: Principled Struggle (15 minutes)

- Talk about: Why are we even here? Important points to highlight:
 - We are here because we need another way. We know we are struggling to create "another way," and the best way to do that is together. Our interdependence is our strength.

- Intro Principled Struggle: it is a term described by Black Feminist leader, N'Tanya Lee. adrienne maree brown that says "...principled struggle offers us another way, a way to struggle in which we are not being conflict avoidant, or conflict aggressive, but rather engaging in generative conflict, conflict that grows each of us and that creates more possibilities for what we can do in the world together."
- During the next couple of hours we are going to **lean into principled struggle together**. We will practice being curious about how we understand our own feelings about conflict and work toward developing a shared understanding of how we have been taught to show up when in conflict.
- We are also here because **these practices and our stories are medicine**.
- As a women identifying people of color we invite you to remember these things as we move through the session:
- Invite volunteers to read these aloud.
 - That we are divine.
 - That we are beloved.
 - That we are experts in our own lived experiences.
 - That we intimately know conflict and the way it has "shaped" us.
 - That we are the medicine and the balm for the wounds.
 - That reconnecting to our hearts and allowing them to feel is terrifying and glorious. It is the only way for us to feel our way through to the other side.
 - Living, no matter where we were raised, has taught us that conflict shows up in many ways and we are experienced at holding complexities.
 - Our bodies, hearts, minds and spirits have learned many lessons about love. Leaning into generative conflict, helps us practice those lessons out loud.
- Offer some reminders to the group:
 - We understand that *moving through conflict with love may be a new practice* and that we will, at some point, make a mistake, get scared, lose our center, walk away, throw a fit, call a friend, feel uncomfortable...and that it is also the only way through.
 - **We get to choose who we want to be** in the midst of conflict. We get to **choose to practice** something we've never done before and **be curious** about the ways we can transform. **You not getting it perfect, is you getting it right**.
 - This is a space where we all get to be human, practice new things, lean into our conditioned tendencies (we will explain this later and the role they play in generative conflict), and learn to thrive in a workplace or space that invites the whole of us.

Slide 4: Generative Conflict Intro (20 mins):

- Set the context around conflict
 - **We first learn about conflict, and how our bodies react to it, in our homes.**
Sometimes those first lessons of conflict harmed us so deeply that we've never wanted to be curious about **the gifts** we now have from them. Nor have we gotten the support we need to even know what we do when conflict shows up or how to handle it.
 - Our families and society have told us that **conflict is deeply tied to our "safety,"** and that often, we have or experienced someone reacting violently or swiftly in order to

maintain their own perceived safety, in a way that feels harmful. We have learned that conflict is not a learning experience or a way to be curious, but that it is *messy and uncomfortable* and best dealt with swiftly. Today though, we get to learn, or re-experience, something different. We are going to mark a new path on the forest floor.

- In this journey **we encourage you to ask “What if...?”**
 - What if, instead of our worth and belonging being threatened, conflict becomes a place where growth can occur?
 - What if conflict was not a sign of things being broken, but an invitation into our greatest self? What if it could be a moment to deepen our connection, instead of threatening it?
- Invite group members to **share a brief story** (offer a few sentences) about what they feel they know about conflict or what they know happens to them.
- **Individual reflection:** Introduce the term *generative conflict*, if they are not already familiar with it and to reflect on its meaning. Have two pieces of self-stick paper prepared with each word (generative and conflict) written on it, in the center. Begin by inviting them to journal the below and then invite them to discuss it as a group.
 - *Individual Reflection: Pause to Journal (5 - 7 mins), asking participants:*
 - *What happens in your body/to your breath, when you hear “generative?” What about “conflict?” What happens to your breath? Your muscles? What does it feel like?*
 - *What is a story you remember about conflict? What do you remember about it? Who was responsible? Why did it start? How did it end?*
- **Group discussion:** Next, create space for a whole group to reflect on generative conflict.
 - Invite the team to grab or pass around post-it notes and markers. Begin by covering the word *generative* and ask them what the word **conflict** brings up for them. Then, cover the word *conflict* and ask them to reflect on the word **generative**.
 - Ask participants to write one word or short sentence on a post it note and then stick it to the respective papers (generative and conflict)
 - Now, uncover both words and ask them to think about how the whole group might view their post-it notes together to form a definition of **Generative Conflict**. Consider offering these ideas into the group:
 - What is conflict? Merriam Webster defines it as; A mental struggle resulting from [incompatible](#) or opposing needs, drives, wishes, or external or internal demands.
 - In short, Conflict is our *awareness* of the *presence* of differences. It’s also a problem that invites a resolution. We are taught that conflict is very binary, its Black/White with no gray. As we move forward, we begin to sink into the truth. That conflict is a spectrum and can hold a multitude of conflicting opinions/feelings/options all at one time.
 - What is generative? To create something with energy that did not exist before a situation or experience arose.

SLIDE 5: DEFINITION OF GENERATIVE CONFLICT

- We will use this **definition of generative conflict** moving forward. Invite a volunteer to read aloud:
 - “The intentional creation of an environment where people can engage in discussions that are functional, and invite us into creativity, interdependence and constructive change.” It does not mean our interactions will always result in goodness (Big hugs, savagely hilarious side eyes, Belly laughs and tears of empathy and joy - What?! Don’t judge me, I can hope) but will create new possibilities to address conflict and harm, and achieve liberation.
- As we begin practicing generative conflict we also want to offer a reframe/reset on conflict. Instead of conflict being a grueling process. What if...it was a way to seek beauty and positivity? Take this term and put it in your toolkit:
 - **Conflict Positivity** “understanding that when difference is present and we are showing up fully as ourselves and we are speaking up, we begin to notice that we have different needs, beliefs and expectations/commitments, because we are different people.” Us being different is actually a gift. It makes engaging in conflict a practice of honoring each of those differences and why they matter to us, how they have defined us, and the ways they have kept us (real or imagined) safe. If we acknowledge that conflict leaves us feeling surprised, ashamed or avoidant, we can offer ourselves and each other more grace and practice knowing we may not navigate it skillfully..

SLIDE 6: CREATING A GENERATIVE RELATIONSHIP (2 minutes)

- **Remind** everyone that we are *creating a generative relationship*. As we move through this session, if anyone begins to feel overwhelmed by a story or taken out of this moment, we can pause, recenter and revisit the community agreements. That they are a guide to reground us when we start slipping into stories that we feel only end in catastrophe with broken hearts and no way out. Especially when we feel like we are being disorganized. We get to reclaim our center and stay in the moment. Lean into trusting relationships with each other and our work.

SLIDE 7: THE GIFT OF TENSION (40 minutes)

- Offer some context around tension
 - Next we are going to explore **conflict and its relationship to tension**. Because *conflict* is always **relational**. We do this so we understand that once our automatic responses (also known as, Conditioned Tendencies, how it is framed in later sessions in the Preparing for Generative Conflict and Principled Struggle series) kick in, we may not be able to discern the difference between the two. Knowing the difference offers us more choice.

- Often when we are in conflict we feel tension. We can also feel tension when there is also *no conflict* present. How do we discern when we are “safe” and unsafe, so that we can lean into the generative part of conflict more easily?
- **SOMATIC PRACTICE (10 - 15 minutes): “Somatic dip”:** this is where we take a moment to move through 2 or 3 emotions so we feel the difference in how our bodies might move throughout the day or in conflict. This awareness is also a celebration and acknowledgement to all that you move through and hold in a day.
 - Invite everyone to get comfortable. They can stand or sit for this practice, with eyes open or closed.
 - Next, we are going to just breathe first. Offer guidance for soft and gentle inhales and exhales. Our first act of revolution is to invite ourselves to slow down enough to feel our heart pumping. Take several breaths into your belly. Don't try to force those breaths there, just invite the air into your body slowly. If it helps, place a hand gently on your lower abdomen until you feel it gently lift. Take several breaths here, notice if you begin to hear or feel your heartbeat. If you need extra support in doing so, pick a finger on our hand and gently (not squeezing) hold that finger for a couple breaths.
 - Once you have that pulse point think about laughter. When was the last time you heard it and it made your chest warm and your eyes crinkle, lips tip up at the corners. Once you find that feeling, sit in it (facilitator: count to 30 once you realize everyone has it, you should see faces change, shoulders drop, feet may resettle). Let everyone know it is alright if they can't think of a time right away. Invite everyone to notice how it feels to be in laughter.
 - Next, we are going to shift to frustration, when was the last time you were frustrated and something wasn't going the way you needed it to, or you couldn't figure something out. Ask them to stay with this feeling and notice what is going on. Notice quality of thought, is your jaw clenched, if you are holding a finger are you squeezing it? What does frustration feel like?
 - Now, invite them into an intentional contraction and then release. Ask them to squeeze everything in their body. Clench their jaw, squint their eyes, tighten their muscles and ligaments, squeeze their body in as tight as they can go, inhaling as they go and hold it for a count of 5. Now, ask them to exhale out loud (Facilitator models this sound), releasing all that tension, dropping their shoulders, shaking their arms out, inviting soft inhales, wiggling their jaw and head. Sometimes we invite in a standing shimmy or shake.
 - Lead the group through one soft and deep inhale and loud exhale. Repeat 3 or 4 times.
 - Great job everyone, you just embodied joy and tension!
 - Invite them to **write down** (2 minutes) answers to the following:
 - What did you notice with frustration? What did your body do? How accessible was it? What was the quality of your thoughts (racing, heavy, depressing, etc)?
 - What did you notice about laughter? How accessible was it? What did you body do? What was the quality of your thoughts (happy, light, soft, etc)?

- Noticing that tension helps us recognize **when we have stopped making space**. We have learned to become rigid with tension. Immovable. Our body's *nervous system goes into fight or flight* because its systems and access to oxygen are being shut down.

NOW IS A GREAT TIME FOR THAT BREAK! (10 minutes)

- **Tension in and of itself is not bad.** It's how we have conditioned ourselves to respond to it that may be causing us pain or discomfort.
- **SOMATIC PRACTICE: practicing tension in a new way (20 minutes)**
 - Introducing the practice
 - Now, let's practice tension in a new way. This can be done individually or, our favorite, with a partner.
 - If partnered, Ask everyone to find a partner and position their chair or their body to face the other person.
 - We will start by **recentering**, find that soft breath, invite deeper inhales, space between your jaw, feed or hips wide. **Connect with** your length (dignity), width (connection), depth (past, ancestors, present, future, dreams) and your commitment.
 - Once you feel recentered, or close to each person they will hold up their right hand, facing each other and place their palms together. Ask each of them to begin applying gentle pressure. While holding that pressure ask them to notice what that feels like, is someone adding more force than the other, is their arm shaking?
 - Ask them to notice if they are breathing?
 - Pause. They can gently place their hands down.
 - Let them know they are going to be doing this again.
 - Invite them to **recenter**.
 - After they are centered, have taken those breaths and shaken out the tension, ask them to gently make eye contact with their partner. Once they have eye contact they are going to ask each other:
 - Are you ok to begin?
 - Once consent is received from both parties (ask for their yes'es to be verbal, instead of a head nod) they can, holding eye contact, bring their hands up to their side. Ask them to breathe. Notice the difference in their breath and feelings of themselves and the other person.
 - Then slowly bring your hands together and begin adding pressure. Ask them to apply that gentle pressure until they can feel a sensation from the other person, heat, clamminess, heartbeat, etc.
 - Once they have that each person will ask:
 - Are you ready to disconnect?
 - Once each person gives their verbal yes they are able to slowly move their hands away from each other. Remind participants to breathe.
 - Ask them to center fully after the disconnect.
 - **Take 14 minutes** (7 minutes per person) for a **partner share**:
 - What did they notice about their breath and heart rates?
 - How did the first practice of tension feel different than the second time?

- What was the same?
 - What might be more possible with communication, breath and intention?
- Bring everyone back to the **LARGE GROUP** and ask for a few participants to share about their experience. Consider highlighting some of the below:
 - This is what tension offers us in the midst of conflict if we allow it. Tension offers us to notice differences without assigning shame, blame or guilt. There becomes enough space for themselves and their thoughts to expand. It also honors the needs and being of the other participant or party.
 - CONGRATULATE everyone on a practice well done!
 - Additional resources:
 - **SALVE** - A Somatic Approach to Self-soothing for Internal and External conflict with Kai Cheng Thom ([Part 1](#) & [Part 2](#))
 - **Other ways to explore:** Over the course of the next few days, invite the group to pay attention in conversations and notice how they feel as they move through it (are they stressed, overstimulated, tense or relaxed) and to what degree.
 - *Be curious about:* Where is your tension? Around your eyes? In your jaw? Your shoulders? Chest? Belly? Where is your habitual tension?
 - Invite someone (that you trust) to be near or with you in stressful/conflict type conversations to see where you hold tension. Once you have identified the tension, take a deep breath and release the tension on the slow exhale. You can also release the tension by gently placing a hand on the area and simply letting relaxation flow in; you can envision light or a beloved or your higher power entering into the space and easing the tension.

SLIDE 8: CONFLICT AND WHITE SUPREMACY (25 minutes)

- **Ask the group:** What are the stories you grew up with about conflict? What was it and how were you supposed to act?
- Think through an example together:
 - Now think about this “cancel culture”. Canceling each other is a product of and response to whiteness and White Supremacy Culture.
 - What do we mean by **whiteness**? It’s the socially constructed concept that is understood to be the default of our society. “Racism is based on the concept of whiteness—a powerful fiction enforced by power and violence. Whiteness is a constantly shifting boundary separating those who are entitled to have certain privileges from those whose exploitation and vulnerability to violence is justified by their not being white” (Kivel, 1996, p.19).
 - It is important to **notice the difference between being “white”** (a category of “race” with no biological/scientific foundation) **and “whiteness”** (a powerful social construct with very real, tangible, violent effects). We must recognize that race is **scientifically insignificant**. Race is a **socially constructed category** that powerfully attaches meaning to perceptions of skin color; inequitable social/economic relations are structured and reproduced (including the meanings attached to skin color) through notions of race, class, gender, and nation.

- **We are not able to cancel someone else until we have first practiced canceling ourselves.** Whiteness has taught us that in order to be worthy we must produce and assimilate.
 - We must all be the same... we must all talk, think, act, speak and appear the same. We internalize this (assimilate or conform) as a way to survive and feel safe enough to continue existing.
 - That the things that make others uncomfortable must be erased to create a shared sense of "safety."
 - Often this safety has come at the expense of what makes us unique and glorious. That **illusion of safety** has created false narratives about what it means to survive and thrive.
 - Generative conflict allows us to lean into the discomfort that is really us remembering the beauty of ourselves, and our capacity for great tension in the midst of great joy. It reminds us to fight for a space that includes all of us.
- Ask the group if there are any **Questions? Insights? Thoughts?**
- Here are other resources to break down or go deeper into understanding whiteness and its impacts.
 - [National Museum of African American History & Culture: Whiteness](#)
 - [ACLRC.com](#)
 - [White Supremacy Culture](#)

CLOSE

- As the facilitator it is time to celebrate the hard work that everyone has engaged in.
- Share with the group that they have each done some wonderful work in this session.
- In an effort to remember that we will not cancel ourselves first you want to acknowledge the large breadth of practice and feeling that everyone has moved through.
- Recap some themes shared throughout and uplift some things they should be proud of
 - Examples:
 - Inviting themselves to notice how they feel and be in their bodies.
 - This can be an EXHAUSTING TYPE OF WORK!
 - Remind them to drink lots of water and get some good, good rest.
 - Practicing curiosity with themselves and each other.
 - Being willing to consider that conflict may actually be something other than what we feel like we know, believe or have practiced.
- Ask everyone to name one thing they are walking away with.
- Now, let them know to hold that thing with them as you prepare to close, to infuse it into the closing practice you all will do now.
- FACILITATOR NOTE: If possible, ask everyone if they are okay with the sound being captured. Record the following practice for them and send it out later in your follow up email. If you have time before the close, ask a member of the team if they would be okay with recording audio of the team when prompted and let them know it would require them to move around the circle to capture the sounds.

- One of our favorites is to invite everyone to find an instrument near them (can be a pen and pad of paper, their hands, a bell, their voices, feet, fidget toy, etc) and let them know they we will be making music. Encourage them to find anything that makes noise, it doesn't have to be complicated.
- Invite them to think of the thing they are walking away with. What does it sound like if it were a sound?
- As they take a moment and find their sound/what they are doing, you, as the facilitator, should prepare yourself to lead it.
- After they have their thing (no more than 2 minutes to find it here) the facilitator starts it off and invites the person to their left or right to begin making their sound until the whole circle is in it. Let it last for a moment or two, inviting people to move their bodies, do as they are called.
- When it feels right, close the song and let them know they just practiced generative conflict and principled struggle and they made beautiful music with it. Invite them to carry that music with them as they move through the rest of their day, and to recall the song for when they need to remember that conflict can also be musical.

related resources from Calling In & Up

- See other sessions in the [Preparing for Generative Conflict and Principled Struggle series](#).
- [Leading with Love and Armoured & Daring](#): This is a two-part session that grounds participants in what it means to lead from a place of love and wholeheartedness.
- [Interdependence](#): Check out this resource from Calling In & Up collaborator, Bethel Tsegaye.
- [Creating the Container / Creating a Liberated Zone](#): By developing community commitments that honor what every person brings to the table, group members come to see equal value in their different identities and experiences. Through this activity, participants craft community agreements then explore the cultural, political and personal barriers to living up to them. Through this process, they 1) co-create a space that enables the surfacing of issues and identities that may be used for self-protection or to silence others and 2) develop shared commitment to how they will engage. This session should be facilitated the first time a group gathers as it lays the foundation for future learning and experiences. It should be revisited each time a group reconvenes.

attribution

Created by Bianca Edwards for [Calling In & Up](#)

Calling In & Up is written by and for [women identified people of color](#). This session is built on shared knowledge. Learn more about the lineage and creators of this knowledge [here](#).

Our work continues to be a living document for women identified people of color and their comrades. We welcome you to use this work widely, share it freely, and attribute the people who shaped this work. As you adapt this session guide for your own, please:

- Make a copy
- Attribute Calling In & Up as a source and tag #Calling InandUp on social media
- [Let us know](#) about your experience with this guide, including any adaptations you made, especially around language access!
- Continue to hold the [Root](#) of our work