Topic- Bridging the Divide

Start small by creating the community in your area

- Connect with community leadership Political, Religious, Organizations community
- Create charter & culture

• Asset mapping the community Strengths

Table 1: Contrasting the "Needs" vs. "Assets" approach to Community Enhancement.

Needs	Assets
Focuses on deficiencies	Focuses on effectiveness
Results in fragmentation of responses to local needs	Builds interdependencies
Makes people consumers of services; builds dependence	Identifies ways that people can give of their talents
Residents have little voice in deciding how to address local concerns	Seeks to empower people

Charter

Purpose
Rules
Organization structure
Authorization?
Goals for our team

Purpose is very important … must strong and up-front all the time

Culture

Item	Description
Interpersonal skills	Body language, Smiling, Greetings, Helpfulness, Caring, Positive attitude, **The Platinum Rule**(Bose corp.)
Norms *Guide acceptable behavior*	What fun and innovative ways can we make the community better, Good collaboration, Think critical & creatively, Self-regulation support
Rituals	What actions or events do we want to do to learn, honor our team member, etc. **What's on my mind intro.**
Beliefs *Something that is accepted*	Learn from Failure" and "Make Others Successful, Focus on the customer and all else will follow, Do your best, Continuous improvement, Life-long-learner
Values	**Listening skills, communication skills, teamwork, Interpersonal**

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		skills, Relationship, Measurements, Trust, Honesty, Empathy, Curiosity, Kindness, Flexibility
	Sports/Music Analogy They Achieve their beliefs, Their outcomes.	In a good team the players work together (no stars) and care about each other and want all to be successful. **Jazz experience**

Example of our culture … "Tribe" by Sebastian Junger

We need a culture that does the following:
- Honors all of our citizens
- Shows loving kindness to all-   be kind and considerate
- Builds and welcomes a community that watches out for its members
- Solves its problems by finding the root cause of its making and works as a community to solve them.
- Listens to each other and does not talk with HATE.
- Shared responsibility & love of country
- Has moral responsibility to its citizens.
- Has a set of values, rituals and norms that benefit the community.
- Looks for the things we share versus the disagreements

- Love that does not satisfy justice is no love at all.

Working with disagreements

VIEW- https://www.pbs.org/wnet/firing-line/video/cornel-west-and-robert-george-zaegrp/ Cornel West & Robert George

Dealing with conflicts in the Community **Resource**	Insure active listening to each other.
	Seek understanding not agreement.
	Outline the issues.
	Build dialogue.
	Agree to an action plan.

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	Insure you follow up.
	Be positive.
Radical listening	Listening skills plus curiosity of other thoughts
Non-violent communications	A method using compassion, understanding, empathy, to transform wars and conflicts, promoting Human Capacity to contribute to the wellbeing of others.

Next Step:

Then connect to many communities

Building the USA-2021

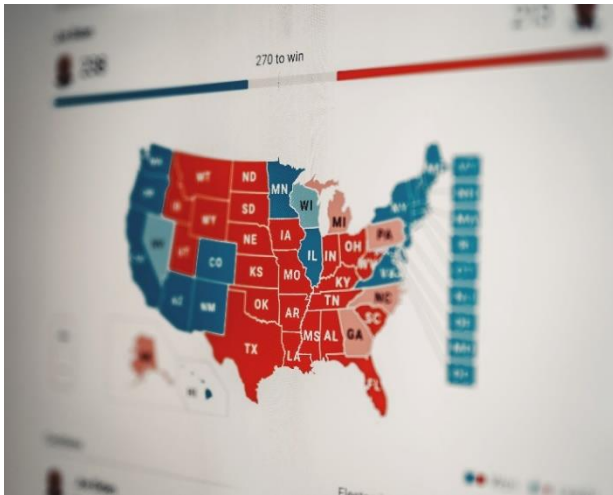| WHAT WE HONOR IN A NATION WILL BE DEVELOPED THERE … PLATO |
|---|
| **Purpose for 2021… Country Plan / Goals** |
| Investment in an innovative economy, Be the Best, |
| Continuous improvement of our processes |
| Lifestyle improvement for all citizens |
| Community growth in working together |
| Supporting Climate Change reduction |
| |
| **Community Attributes:** |

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Thoughts	Items
Wisdom: good decisions and taking the path that provides value to all (society)	Thinking skills (creative, critical, system), SEL learning, Decision making, Reflection, Innovation
Community: People and relationships count	**Listening skills, communication skills, teamwork, Interpersonal skills, Relationship, Measurements, Trust, Honesty, Empathy**
Social justice: leaving the world a better place than you found it	Problem solving skills, positive outlook, Curiosity, Process skills, Executive functions
Purpose: Sense of direction that you achieve, the goals you set	Put first things first, Pro-active outlook, Begin with the ends in mind, and Win-Win for all, Time-management, Project planning,

Process Steps for the Changes:

- Inventory of what we do right…Needs
- Create plan and review…Measurements, Deliverables
- Public display, Schedule and comments each month, Communication

A Divided Nation Under God…

Photo: Clay Banks/Unsplash

There is so much tension in the U.S.

Republicans vs Democrats. Conservatives vs Liberals. BLM vs Police.

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We have become enemies with each other. And after the dust settles from this election, I fear that our country will be even further divided.

The pandemic has only increased the feeling of isolation from each other. Yet we are all craving connection more than ever.

We need to heal as a country; Americans need to reconnect with each other.

And that's why I'm writing this article.

To present potential solutions I have found to help America heal and how you can get started today.

Root Causes For Division And Isolation In Our Country

Here are a few root causes I deeply believe are contributing to our feelings of division and loneliness:

- The spread of fake news and misinformation through mass media outlets, especially social media.
- Comparing everyone's best day to your average day on social media.
- Not spending enough time each day nurturing meaningful connections with people.
- Lack of authenticity and vulnerability in our interactions with other people.
- Falling for superficial social stereotypes.

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Not recognizing that we all have the ability to help someone and we all need to be helped at some point; we need each other to survive.

How can we begin to heal and reconnect with each other during this time?

Exploring Solutions For Healing After 2020

I went searching for solutions and companies that are helping people heal.

My criteria was simple:

o Is this organization empowering people to build and develop meaningful relationships?
o Does this provide a space where people can be open, vulnerable, and learn from each other?
o Does this provide an opportunity to go beyond superficial social stereotypes like social media?

What if there was a safe place where people could come together, regardless of their physical distance, to learn from each other, have meaningful conversations, share their story, and create a sense of belonging and community?

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Cesar Romero is a community manager passionate about helping creators build and scale thriving communities to maximize revenue and brand loyalty. He is all about people, trust, and building authentic relationships.

Bill W 12/15/2020