



Animation sheet

WORKSHOP

for the SOCIAL TRANSFORMATION

Positions and power relationships

Objective :

- Initiate a reflection on the position to be developed to support participative dynamics
- Initiate a debate on power relationships within collective dynamics

Equipment :

- Printed character sheets (1 per player) and role-play instructions. The example is set in Senegal, but you're free to create your own!

Duration : Entre 45 minutes et 1h, en fonction du nombre et du profil des participant.e.s

Getting started:

1/ Introduce the sequence that will follow: the participants are invited to put themselves in the shoes of characters, during a role play. There are no right or wrong answers, and there's nothing to win! The important thing is simply to play along, to *let go*.

The facilitator introduces the role-play: *"When you're preparing a joint project as part of a group, certain elements, linked to the context and the position of each person, can sometimes make compliance with these rules more uncertain than you would like"*.

2/ The facilitator asks 5 volunteers from the participants to nominate themselves, and to divide into groups. The facilitator explains that the game will last about ten minutes. (If several people complete it, one of the facilitators can take part if necessary, to balance the groups).

The facilitator gives each volunteer a character sheet, which they read individually. Each volunteer tells the others his or her first name but keeps the rest of the information secret.

The facilitator reads the general context statement to everyone: *"You are a group of friends and you organise a charity event every year in the run-up to Tabaski (muslim feast). Three of you (Binta, Pape and Moustapha) are regulars because you set up this tradition four years ago now. Sophie joined the initiative a year later, when she married Moustapha. As for Ousmane, this is the first time he's joined in. You get together to discuss the organisation of your action and above all to decide what will be done."*

Give the volunteers a few minutes to get to grips with their character, without talking to them.

At this point, give the following instructions to the rest of the group: *"During the role-play, carefully observe how the group functions and the position of each character. The aim is to observe and understand, not to judge! The participants have instructions and are playing a character. It's not easy to expose yourself in this way, and we thank them for that."*

3/Starting the role-play: the facilitator asks the volunteers to sit around a table (in the centre of the room), then tells the participants that the role-play is going to start and last 5 to 10 minutes. The facilitator indicates when the game is over (between 5 and 10 minutes).

During the role-play, the facilitators observe the interaction between the characters (who speaks up more, who makes the decisions, etc.), and also observe who manages to achieve their character's objectives and who "self-censors".

As a reminder: The aim of the game is as follows: the characters must get together to organise an event. During this discussion, every character has personal objectives to defend (noted on the character sheets).

4/ Individual debriefing: please note that during the various debriefing sessions, the facilitator is responsible for ensuring that no judgement is passed on the contributions.

Start with the volunteers, to find out how they felt.

The facilitator asks each of the participants in the role-play to explain the objectives of their character to the others and then asks them to express how they felt in the group. The facilitator ensures that everyone can speak. Once everyone who has taken part in the role-play has spoken, a time for collective debate can be suggested.

5/ Collective debriefing: what did the others observe, for example with the following instruction: "*And what did the others observe during this role-play? What are your reactions? Let's make sure we remain kind and constructive in our conversations!*"

Elements for facilitating the group debriefing

This activity illustrates that the rules for the smooth functioning of a group can be difficult to maintain, even if you try. The ability to express yourself, give your opinion in a group or to achieve your goals, often depends on your position in the group. This position is linked to personality, but also to social characteristics (gender, age, skin colour, social class, etc.) and to your career path (seniority in the organisation, etc.). To illustrate these points, the facilitator can use the example of someone who felt comfortable (and therefore probably able) to play a character during the role-play. You can adapt this debriefing to your own context.

The debriefing can also focus on analysing who felt authorised to keep to their character's goals and who did not. Some participants may have made concessions to avoid conflict: is this seem to be linked to their position in the group? (e.g. man/woman, seniority in the organisation, etc.).

The facilitator also makes links with the priorities for social transformation, in particular priority 2: non-reproduction of relationships of domination, respect for the voice of all, the level of commitment, the collective spirit, showing that this example illustrates the need for collective awareness on how things work, and sometimes for self-organisation/regulation of the group if necessary.

The charity project

You're a group of friends that organises a charity every year in the run-up to Tabaski. Three of you (Binta, Pape and Moustapha) are regulars because you set up this tradition four years ago now. Sophie joined the initiative a year later when she married Moustapha. As for Ousmane, it's the first time he's joined in. You meet to discuss the organisation of your action and above all to decide what will be done.

Your character: Binta

Your position within the group:

You're one of the main members of this group of friends, who you've known since early childhood. Moustapha is actually your first cousin, as he's your aunt's son. You were used to seeing your parents organise this type of action and that's what inspired you. You know Sophie the least because she grew up in France before coming to live in Dakar when she married your cousin.

You are active in a number of nature protection associations.

In relation to the charity project:

You like things to be organised well in advance. You need to know exactly who's going to do what. You hope that by the end of the meeting, dates will have been set, a venue chosen and an organisation put in place to get things started. You'd like to change direction this year and carry out an initiative linked to the environment instead of collecting clothes for talibé children as you did last year, but both types of initiative may suit you.

Your goals for this discussion:

- **Dates to be set**
- **For the group to agree on the action to be taken and delegation of roles**

The charity project

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Your character: Pape

Your position within the group:

You're one of the main members of this group of friends, who you've known for a long time and are very close to. You've organised a charity event together every year for the last 4 years.

In relation to the charity project:

You really want to help organise the event, but you're currently looking for a job so you're not sure you'll be able to make the same financial contribution as the others. You've been to several job interviews and you're waiting to hear back.

On the other hand, last time you organised a collection of clothes for talibé children, you had to convince all your friends and family to donate, so you hated it. You absolutely want the group to organise something else this year.

Your goals for this discussion:

- **That a decision be taken not to organise a clothing collection**
- **That the dates are set as late as possible so that you have a better chance of finding a new job to be able to participate financially, and that we therefore postpone the actual organisation until later.**

The charity project

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Your character: Sophie

Your position within the group:

You grew up in France and have been living in Dakar since you married Moustapha three years ago. Since then, you've taken part in the action organised every year with his group of friends, who you like. It's a bit difficult to fit in because they've known each other for so long. What's more, Binta is your sister-in-law and she's older than you.

In relation to the charity project:

You would like to propose a new action. You've discovered an association that supports women who are victims of domestic violence and you were very touched by the story of its founder. On the other hand, you want to avoid a conflict with your in-laws at all costs, and you want everything to go smoothly within the group of friends. You don't like tense climates within a group at all.

Your goals for this discussion:

- **Ensure that the action takes place**
- **Avoid conflict**

The charity project

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Your character: Moustapha

Your position within the group:

You're Sophie's husband, you're one of the main members of this group of friends, who you've known for a long time and are very close to. You've been organising a charity event together every year for the last 4 years. You're keen to repeat the experience, even though you have the impression that the organisation relies heavily on you and your cousin Binta.

In relation to the charity project:

You hope that this year, everyone will pitch in to help organise the event (finding partners, etc.). You'd also like to do the same thing as last year, because you already have this experience and know how to collect and donate clothes to the daaras.

Your goals for this discussion:

- **That the group accepts the idea of a clothes collection**
- **That the whole group agrees on who does what, and that it's not always down to the same people (Binta and you).**

The charity project

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Your character: Ousmane

Your position within the group:

You've always admired your group of friends' sense of initiative. Yet you never asked to join them: you had the impression that Binta and Moustapha wanted to run everything, and that Pape always wanted everyone to adapt to his wishes and constraints. Despite everything, you care about your friends and you want to share this experience of solidarity with them, but you hope that the roles can be more balanced this year.

In relation to the charity project:

You hope that this year, the whole organisation won't be based on Pape's constraints or Binta and Moustapha's decisions. You'd like the action to be a collection of clothes for the talibés, like last year, because that's what made you want to take part.

Your goals for this discussion:

- **That decisions are taken in the most balanced way possible**
- **You want the action to be a clothing collection**

Link to the article : <https://atelier.fdh.org/en/take-action/our-tools/facilitate/article/positions-and-power-relationships?lang=en>

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