

Les marais



PREPARED BY: Centre Bruxellois d'Action Interculturelle

TAGS (3 categorizations)

Is this activity focusing on one of the 3 steps of the method or tackling a transversal challenge facilitators may face?	Step of the method	YES	Decentering	Discovery of the frames of references of the other	Negotiation
	Challenge treated				

Small Description

Please explain in a short paragraph (using grammatically correct full sentences) what your activity is about, why did you create it?

This activity is an introduction to the third step of the Cohen- Emerique approach: negotiation. The objectives of this role-play are:

- To practice intercultural negotiation.
- To analyse the different components of an intercultural negotiation as well as the factors of success and failure

Quick info

 **TIME FRAME**
30-60min

 **GROUP SIZE**
2-10

 **FACILITATION LVL**
Beginner

 **COMFORT ZONE**
Safe

 **MATERIALS**
Pen and paper
or a
computer/mobile
device.

120 min minimum	10 - 15	advanced	challenging	Role description A large room camera
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Preparations needed

Copy of the instructions for both groups

Collect materials to dress up if the group wishes

Make sure to have a room large enough or two rooms to separate the two groups during preparation

Instructions Step By Step

Please give step by step instructions of your activity, including debriefing. Be direct, address the reader as a facilitator directly: eg. ask your participants to stand in a circle...

Step 1.

Divide the participants into three groups: inhabitants of a rich neighbourhood (the Hêtraie), inhabitants of a poor neighbourhood (the Marais) and observers. Give each group the respective instruction sheet (see below) and make sure they do not read the instruction sheets of the other two groups.

Step 2.

Give both groups 20 minutes to discuss their objectives, define their roles and develop a negotiation strategy with the other group. They should decide their key arguments and how they communicate with the other group.

Step 3.

After the preparation the two groups meet and have about 30 minutes to negotiate. The scenes can be filmed for analysis during the debriefing. After an initial negotiation phase the two groups can separate again to adjust their strategy. The observers take note of the strategies deployed based on a grid that has been distributed to them.

Step 4.

Debriefing: the trainer gives the voice to the observers and then to the other participants to discuss the strategies and the results obtained. This analysis can be supported by observing film clips of the game. The workshop ends with a theoretical input on intercultural negotiation.

Hints for the facilitator

The aim of this game is to reveal the elements that we carry with us and that constitute obstacles to real negotiation. Among the obstacles that regularly appear during this game, we can mention:

- The characters chosen by the participants are often very caricatural and the strategies developed are stereotyped, making it impossible for the groups to negotiate.
 - Actors rarely introduce themselves by name but by their profession or social status, which is especially characteristic of a modern culture.
 - Affluent' groups often express a benevolent desire to provide charitable assistance to others. This help is considered the best, and the opinion of those concerned is rarely sought.
 - People representing the most disadvantaged neighbourhoods refuse this help out of pride, they do not want to be the object of charity, thus closing their ears to offers of help.
 - The mutual surprise at the unexpected remarks completely destructs the planned strategies.
 - The sensitive areas that were brought to light (concerning religion, the status of women, the education of children,) very quickly provoked aggressiveness in the debates.
- The trainer should emphasise the importance of getting into the role for the participants. This game only works well if the participants are fully involved in their role

Instructions to the inhabitants of Hêtraie

You are the happy inhabitants of the Hêtraie, a residential area in the suburbs of your city, one of the country's major cities.

Your district, situated on the heights, dominates the old town, 3 or 4 km below. It is made up of pavilions and villas surrounded by lawns, set in green spaces, dating from the interwar period but extended and renewed up to the present day.

You don't really consider yourselves rich, because you live from your work in the professions or as company executives. You count among your fellow citizens dynamic entrepreneurs, well-to-do pensioners and one or other politician with a national destiny. You make humorous remarks when he appears on TV, but you are happy to use his influence in the municipality and the region when there are questions of public facilities to be resolved.

Because you are proud of your neighbourhood, the clean and well-lit roads, the avant-garde Freinet school, the multi-sports building surrounded by tennis courts, the small cultural centre with its library... All this was not achieved without difficulty: the non-profit

association "L'Hêtraie", formed in the years following the Liberation, brings together a committee of residents who jealously watch over these facilities by skilfully combining private contributions and public aid, volunteers and unemployed people put to work. You are a member of this residents' committee, the nerve centre of your neighbourhood.

Unfortunately, there are other neighbourhoods in your city that are much less fortunate than yours. The Marais district is just such a district. It has just made headlines in the press because young people from this district have attacked the premises of a nearby nightclub with paving stones, a meeting place for gilded youths from outside the district, who are boisterous and ostentatious.

You have sometimes passed through this neighbourhood. You know the dilapidated houses, the streets without lighting, the disjointed cobblestones, without a tree, with children playing between the cars in the square, which has become a car park. You have glimpsed the cafés filled with vaguely threatening older men. Dullness, poverty, sadness, under-equipment and abandonment. These were the ideas and feelings that came to mind when you combined the newspaper articles with your first-hand impressions.

So you said to yourself that with your political support in the Commune and the Region, but also with your investment and solidarity fund, you are in a position to help the Marais district. Your feelings are hurt and you also know that, in the long run, your happiness in life will be affected by injustice and exclusions that lead to violence.

The Marais needs many things. You are surprised that its inhabitants do nothing to get them. You feel the weight of fatalism and complacency.

So you decide to send a delegation there to talk to the neighbourhood committee set up after the events. They certainly need to list the biggest deficiencies and prioritise the essential social and urban facilities.

You have twenty minutes to think about your proposals for assistance before the visit of the district committee. Once there, they will expect you to help them build a major project that will change the face of the district. You are ready to support this project using your own resources and mobilising the administration. You have the financial means and the materials offered by generous patrons.

Now bear in mind that at the meeting you will be judged on your ability to help them to : reclassify the priorities that meet their needs;

- use the materials you have carefully collected for them;
- make constructive suggestions and provide technical assistance on the project

Instructions to the inhabitants of Marais

You live in the Marais district, near the centre of the city. The Marais is an old district that still retains traces of its former splendour, such as the Hôtel de Maître, an old convent and a few hundred-year-old houses. Unfortunately, its former inhabitants have gradually deserted it. Especially since the widespread use of the private car among the middle classes, they preferred to move away from the smoke of the city to the green and airy heights of the surrounding countryside.



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New residents came to take over houses that were in danger of falling into disrepair. They came from around the Mediterranean, the vast majority of them Muslim. The mining bosses had sought them out in the 1950s and 1960s when they were short of labour. Afterwards, they worked on major projects and in construction. They paid a heavy price in terms of accidents and occupational diseases (silicosis, spinal column, etc.) which the compensation received could never compensate.

Ejected from large-scale production, they turned to small-scale trade and the restoration of their own homes.

Little by little, the neighbourhood has come back to life. From the petrol pump to the pharmacy, a small town within a town has developed in which its inhabitants feel at home. But not quite.

The young people are a cause for concern. They get into mischief, it's their age, but they overdo it. There are groups calling for evictions. But where would they go? Families are starting to get scared after 'the events'. Will this country really be ours? It is true that young people no longer fear God. They are dissipating in ways that have nothing to do with decency. What will become of them if they leave the right path, the commandments of the believer?

The recently created neighbourhood committee, in discussion with the elders and the shopkeepers, had two ideas: to transform the church, which is practically deserted, into a mosque, a large and beautiful mosque where the Koranic school will be able to spread the word of God to children and young people, the only guarantee of a happy future.

In addition, the traders insisted on a sober monument, a slab with the engraved names of the Moroccans who died in the war for the liberation of Belgium. There are more than 2,000 of them. Perhaps it would be appropriate to add those who died in accidents at work? "We hesitate..."

That way, our presence as citizens of this country would seem more normal and we would forget the nonsense of the young people" they thought.

But just then, a visit from rich and influential people from an upper part of the city was announced. It seems that they want to help, but we are suspicious: where have we ever seen rich people giving something for nothing? What are they looking for here? And their daughters and sons are likely to further degrade ours... We know what they are like, but perhaps they are good believers.

After 20 minutes of reflection between you, you will have 30 minutes to discuss with them, and let them see how you know how to welcome visitors. Good luck with your projects!

Criteria for identifying negotiation success factors

Analysis guidelines:

Complete picture of the situation.

Key elements: What was at the root of the problematic situation, i.e. what is at stake.
Clearly identify what is important to the interlocutors
What factors made the negotiation successful?

Who are the actors, what is their position?

- Attitudes of both groups of interlocutors at the beginning and during the negotiation.
- Context: location, reception
- Timing, preparation before the actual debate.

Strategies developed:

interest in the other (empathy: use of the other's terms);

- clarification (no evidence);
- time management;
- win/win outcome;
- flexibility: changing goals according to others' goals;
- repetition;
- technical language,

Ressources (Who invented this activity or who inspired it)

If you invented it, please write the name of your colleague and institution as you'd like it to be referenced

If you used ideas /activities of others please put full reference as concretely as you can

Activity developed by the CBAI based on inspiration from Margalit Cohen – Emerique, Majoria et Minoria, adaptation of Majoria-Minoria simulation in:

Kohls R; Knight J, Developping intercultural awareness: a cross-cultural training handbook, Yarmouth, Me., USA: Intercultural Press 1994.