

The contents of this chat are shared, with names removed, as a companion to the recording. Much of the session referenced the chat and information that was shared here.

1. Where did the people who raised you come from

2. What did the folks who raised you do to support you?

3. What is one thing from your heritage that holds you back and one thing that is a strength?

Bonus: What did you learn from your parents/tv/social media/ newspapers, how the possibility of living in community?

- Mother rural Nebraska, father urban Massachusetts.

- 2. RN prior to becoming stay at home Mom, PhD engineer/career military

4. What did you learn from your parents/tv/social media/ newspapers, how the possibility of living in community?

- most powerful message was from my grandfather who told me, we can't know about an afterlife, therefore it is important for all of us to treat each other as best we can on this earth. Also that all of us are responsible for the wellbeing of every member of the community.

- That it's very powerful and challenging.

- to q 4: absolutely nothing. It has been a lot of work to learn, very grateful for the lessons "on the job" in community

- Takes a lot of patience to live in community

- I lived in a farming community with cooperation and some respect.

- Wow - I realize there is a message of distrust about giving up individuality that came from many sources!

- My mom was very suspicious of living in community. Town was okay but have to keep ourselves "separate"

- Grew up in a very supportive church community that was focus on service, helping one another and love.

- it is unsafe to trust others, except people out of immediate home

- Barb Prairie Hill Cohousing: I grew up in a small town and learned that neighbors are friend and we help each other

- Group size important from nearby Amish community.

- We had times when we lived with non-family members - it always just felt fine - normal

- nothing

- My husband and I did not learn much about living in community. We stumbled into it late in life after leaving Alaska.

- I didn't learn much about possibility of living in community; we were almost exclusively focused on surviving!

- Renee--grew up on a dead end street, which was a community, everyone knew each other's lives. Lots of contact between houses, kids in each others houses. Some from mom's extended family.

- You don't have to like everyone in your community, but you do have to care for them anyway.

- I learned that having common spaces in our neighborhood, such as a pool and playground, were the connection points.
- honestly, they were all rather silent on the topic.
- My family moved often and I suffered the loss of community each time.
- In community we take care of each other and gain spiritual and interpersonal growth.
- I was an only child and did not feel much community. I think there was more community in the Poconos where we summered. I craved it.
- Takes great patience! Willing to listen, but also be heard.
- I think I've received very negative messaging to be honest. Communities don't work and are full of conflict...
- There is conflict, conflict is worked on, there is a resolution, community gets stronger
- Having been raised in a small community, I learned that gossip can be painful and damaging. I also learned that people watch out for each other and care for others by "going up town" and shopping for the elders.
- It took me a long time to get used to the consensus process. But I've learned how valuable it can be to be open to others' concerns.
- Parents were 1st gen in US and had large extended families they lived close to growing up. Caring and support for one another.
- Common successful goals and structure were the main themes of my childhood
- 3. One "heritage" element is my attentional deficit disorder; other support was commitment to honesty and fairness.
- My oldest brother lived in a commune based on shared spiritual beliefs/practices. I was envious.
- Only survive in Community.
- A city block can be like a small town -- you know neighbors -- and they also know about you!
- I moved a lot as a child --8 times--and I was very lonely. When I discovered cohousing I immediately fell in love with it as a solution for my loneliness.
- Went to Peninsula School in Menlo Park, which had a strong sense of community. Also stressed independent thought.
- It is very important to take care of one another, yet if you are dependent and connected to others, you will have your life very limited.
- I learned that as a Jew, community is essential to survival.
- Mike--not much, parents were somewhat insular and mistrustful of outside institutions. But some from extended family gatherings, which had give and take, and acceptance of differences.
- family is your top priority and community becomes family
- Competition and scarcity of love and connection...needing to earn your place in community by achievement
- Living in a college dorm was possibly the first time I felt community.
- I spent 9 yrs of my childhood in an orphanage. I learned about the support and the limits of a community.

- The community supported people during difficult times, the community had fun and celebrated together, and provided a structure to mark significant life events.
- Our community was extended family and there was much communication and helpfulness there. Little participation in larger community.
- Was given the message that's important to put others first, but not really how I can hold my own place in community, as a contributor who could have an impact.
- being Jewish has made me who I am
- Arlen's parents bought land with 2 other families and raised them all together in the 1940s in Midland, MI/

5. What did we learn from family/community about the role of conflict?

- Avoid conflict!!!!
- Conflict is dangerous - it can lead to fracture
- avoid it
- Have learned the most from living in co-housing the past 10 years. (#4)
- parents did not trust other people and never asked for help
- Avoid conflict.
- There are winners and losers
- From my family, I mostly learned to avoid conflict.
- Most of my childhood we lived on a one-block-long C shaped suburban street, newly built. Families connected deeply. Mutual connection and support was inherent in that situation.
- to be avoided at all costs
- no conflict here allowed
- Almost nothing
- Renee--best to be avoided.
- Grew up in Cambridge, MA,...Large extended family learned that we are all in this together, resilience and having multiple people involved helps deal effect of one or two negative influence
- conflict was fine
- Many conflicts are not getting resolved.
- DANGE!
- Conflict is a natural thing of human interaction.
- Conflict was dangerous and something to be avoided at all costs!
- Hide it away
- it's important to have
- there was no clear road ....
- Conflict was not OK.
- Can lead to violence
- I understand that it is important but I still try to avoid it.
- Never express anger.
- conflict is a way of engaging people
- Conflict: it was about yelling but didn't seem to have a point or solve anything.
- Don't get into conflict. If you do, stand your ground.

- My husband did not deal well with conflict.
- Leads to violence.
- Conflict never resolved and anger not allowed for me.
- There's power over another and power that lifts another up.
- Role of conflict: debate is good! from one parent and honor thy mother and religion from the other parent.
- "get along or get apart"
- You always have to try to come out ahead!
- What I learned about conflict is - if there is conflict, everyone will go to war to represent their interests
- I learned that conflict is to be avoided.
- Conflict was noisy and stressful
- Very indirect communication, as opposed to speaking to others to resolve.
- Meant to say my husband's family did not deal well with Conflict.
- I learned to speak to it
- First learned conflict is to be avoided. Only later learned conflict drives resolution.
- Conflict and disagreement are OK. That's how we learn new things.
- It happens and we as 4 kids physical fought a lot.
- saw my parents' immaturity, inability to not take things personally. I became careful about evaluating situations.
- BE NICE.
- Boisterous self-expression. things said, upsets happen, listening forgiveness follow
- either avoid conflict or direct conflict....no constructive engagement
- passive-aggressive birth family and first marriage family
- Argument is unladylike.
- From my mother, conflict is bad, need not to engage in conflict. Yet my father was allowed to express anger and frustration freely, which was very frightening to me. I was, however, coached to never express anger back.
- clears the air
- People were cut off from relationships; emotional abandonment.
- Translate into community life: avoid.
- Need to unlearn old patterns
- Withdrawal, avoidance
- Conflicts don't get resolved.
- My dad didn't do conflict, my mom did, so we had conflict about conflict.
- Don't deal with it. Pretend everything is OK.
- Less avoidance compared to my upbringing but we tiptoe around a lot.
- Our community is conflict averse.
- doont rock boat
- Needed to learn a whole new way of communicating to be able to live comfortably with my neighbors.
- Community life: People who go to war in conflict will get what they want
- We are not ready for community - even if we think we are

- suppresses my voice.
- avoidance and gossip
- hard to be someone used to talking out conflict surrounded by others who find it so difficult
- does not deal with it well
- I tend to resent "authority figures" and am leery of POWER in community.
- We don't acknowledge conflict even when it occurs. It is not named.
- Some of us are more comfortable with conflict than others,
- avoidance
- I am comfortable with conflict, but others around me are not, particularly.
- scary to disagree with prevailing power group in cohousing. Have to keep living with these folks and many hold grudges
- powerful people reign
- Don't confront it directly enough.
- Not much. Positive relationships with individuals could be protective against a person who took advantage of others.
- ditto avoidance
- There is a huge pattern of avoidance to overcome.
- sometimes it seems that many folks try to be NICE and pretend that there is no conflict
- Conflict goes underground mostly and affects our sense of connection to each other
- Some people try to control to avoid anxiety and be autocrats so there is no conflict for them.
- Or conflict can only happen in some formal way like mediation.
- Mike--wanting some guardrails, agreements when processing conflict.
- It takes deep work and self inquiry to be in community (inside conflict) but it's important
- We've had "go to war" situations here in co-housing
- avoid conflict at all costs
- hold back!
- turnover in our community - people leave
- Some prefer to maintain feuds rather than work on resolving conflicts.
- aware of tendency to harbor resentments instead of addressing conflict issue directly with the person.
- I appreciate living with others who are more capable of guiding us through conflict.
- Do not argue with adults. Or people in authority.
- My dad would leave the room if anyone's voice was raised.
- Yes!
- What would it be like if you were to use conflict to really build trust? Is that possible?
- yes
- huge benefit
- Sounds utopian.
- That would be life-changing!
- Yes! We do need a common understanding about how to make it safe
- yes

- sounds good
- MUch more fun
- Need to know what safety means for everyone
- risky but exciting
- That is what we do. Commit to respecting each other.
- Seems very idealistic
- yes
- conflict also means connection
- Too scary. Not safe.
- I might be triggering but it's worth it
- It's definitely true in romantic relationship. It only really deepens once you've had your first difference of opinion.
- In our co-housing community, that has happened, helped by a solid consensus process.
- Sounds wonderful ideally, but in my experience most people don't want to engage.
- Seems like a good approach. Get something positive out of a difficult situation.
- Gives hope!
- The ideal.
- I have been told that if you do not live in some conflict, you are not living!
- Celebrate it when it shows up.
- say what you mean, mean what you say, don't be mean and seek first to understand.
- bring a spirit of inquiry and curiosity
- Conflict dissolves into power struggles
- Openness about disagreement permits discussion and reaching more mutually satisfying decisions.
- I've had many experiences of successful conflict resolution in the community but I've also had experiences of people trying to do that in a way that ends up deflecting the problem rather than addressing it.
- I think conflict training for community is essential in general and specifically in intentional communities.
- How do you define conflict? I don't think any relationship exists without SOME conflict... and usually grows from resolving it.
- Work at developing a culture of honoring conflict as a good thing.
- In coho community: Skill building in dealing with conflict and communication. Practice, practice, practice!
- I have found being direct is taken as an attack
- I do think its possible if people are able to listen but listening really is the key, the moment someone feels silenced or invalidated trust will be severely damaged.
- Working out conflict is a microcosm of contributing to peace on earth.
- Conscious Communication and deep active listening is something that can be trained and facilitated and nurtured in community
- How do you deal with conflict when it dissolves into or is centered on power dynamics (i.e. one has more real or perceived power over another).
- Are you going to address power?

- owners and renters
- Love what xxx said "Conscious Communication and deep active listening is something that can be trained and facilitated and nurtured in community"
- the power divide here is Pioneers vs. Settlers
- WAS WHAT—PART OF WHAT— I THOUGHT WOULD BE HAPPENING IN COHOUSING.
- Let him choose what he's drawn to
- I think maintaining trust and building it also requires being mindful of how we're expressing ourselves because I've found trying to resolve conflicts often causes more damage when people fail to remain non-violent and (unintentionally) express themselves in manipulative or abusive ways. Which has a ripple effect leaving both the people in the conflict and those witnessing it feeling not only untrusting but unsafe.
- YES. You just defined what I need to change about MY attitude; I READ that I create the situation that creates my resentment. Only person I can change is me.
- Its a dance; if one person changes their step, the other person has to change too.
- I find that if I keep my attention on myself and how I might change in the situation rather than on the other and how they might change, helps keep from putting others on the defensive, which I find a quick way to get stuck.
- if we don't connect we don't resolve.
- I had to give up being right. Then the earth shifted.
- These patterns are based on behavior, which gets away from blame and victimization.
- I'm realizing behaviors that are from the down side - I am thinking of a long standing attitude I've had toward another community member is based on this power difference - It gives me access to empathy rather than judgement - that feels hopeful.
- sometimes a person of power, will have the opposite reaction, ie being unassertive, feeling responsible to change situation, but afraid.
- Sociocracy helps to ensure all voices are heard.
- Naming the power dynamics and acknowledging them makes sense instead of avoiding conflict.
- I've found 1 on 1 conflicts rather easy to deal with but our community seems to struggle with large-scale conflicts, they often get pushed into a smaller scale leading to the problem not truly getting solved. Is there a good way to address community-wide issues while ensuring everyone still feels heard?
- "I" messages are important in resolving conflicts: so "I feel this way when you do that", rather than "You're a schmuck". Much easier to hear.
- one of my neighbors made the point that all 1-1 conflict is also a community issue because it effects us all. Good question!
- I'm in a similar place with community wide conflicts at our community
- Does any one having information about the power dynamics of board versus plenary in the California situation of Davis-Stirling law. Have people limited the power of the board and structured the community in a way to have plenary consensus decisions and stay legal and financially sound while maintaining the co-housing principles?

- I wonder how we can use these questions in our Visitorship process - learning about the backgrounds and assumptions people bring with them into community.
- Deepening relationships require people to show their vulnerability with each other and some folks are fearful of doing that.