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Empowerment and Participation of Minority Young Women

Study session organised by Young Women From Minorities and with the co-operation of the European Youth Centre Strasbourg

Aims and objectives of the study session

This meeting aimed at strengthening the local activities of WFM organisations and leaders as well as identifying the needs of national organisations to develop their work and projects.

- To identify the needs of minority women at local level;
- To identify the tools and methods to respond to these needs at local level;
- To strengthen the skills of participants in order to develop local activities/groups/projects.
- To share and exchange experiences of the situation of Young minority women in Europe especially in France- Strasbourg;
- To discuss different methods and initiatives of good practices;
- To provide them educational tools and methods for developing women's activities on national and international level;
- Provide a space for discussion and development of future leaders.

Why a study session with a working title of “Empowerment and Participation of Minority Young Women”? This study session was organised with the aim of addressing issues on minority women’s participation at local and international level. The road to continuing the development of the participation of minority women is fraught with many obstacles, barriers, contradictions and misunderstandings. In many communities the participation and active citizenship of minority women is not seen as a priority area, in others these issues are considered as vital to the survival of the community.

For some minority women it is important to empower them in order to develop their participation; for others it is important to help them see beyond 'difference' in order that they might become active participants in their local communities and at international level.

WFM's long term vision is to empower and promote young minority women. In order to achieve this vision WFM aims to encourage and empower minority young women to be self-aware and to stand for a dignified and responsible role in their communities and countries. Activities run by WFM to date have shown that the need for developing the awareness and support of our members in these areas is very important.

In this study session, young Women from Minorities- WFM aimed at bringing together young women's leaders from different European countries to address issues of minority young women participation at local and international level.

Methodology

Methods and Programme

The study session was facilitated by a team comprising of 4 WFM board members, all 'veterans' of WFM activities, and with the support of an external trainer. The methodology of the meeting was purposely participant-orientated. The input of experience from participants as minorities and as women were crucial elements of the direction of the methodology, added to this the professional experience of many participants was also recognised. Considering that many sensitive issues were explored it was important to maintain a close and secure relationship between participants and the team. Group-work and simulation exercises were used, these were complemented by lectures which provided an overview and analysis of issues raised.

The methods were varied and inter-active so as to ensure a balance between theory, practice and awareness-raising. Working groups were combined with analytical inputs from experts. Practical workshops provided the practical side of the activity. Added to these working methods participants were involved in exercises such as an exhibition, study visit, daily and mid week evaluation and in producing a daily newspaper. Overall, the methods ensured an easy communication and allowed all participants to live fully through a positive and useful intercultural learning experience. Intercultural learning was a core and indeed inseparable element of this (and all) WFM activities because of the diversity and variety of groups of our members. The intercultural learning dimension of this session added to the rich and complex discussions, debates and understandings.

In keeping with the ethos of WFM the programme was quite flexible and provisions were made for participants to take over parts of the programme. Participants recognized that by being invited to participate actively and be in charge of the programme is exactly the way empowerment should happen.

The programme covered the following aspects:

- Getting to know each other's projects, communities and approaches;
- Practical training skills, workshops and exercises;
- analysis provided by lecturers on the situation of minority young women;
- Discussion groups

The working languages were English, Russian and English

TIMETABLE

Monday

- 9.30 Welcome and Opening
Introductions
Expectations
Programme
Presentation of “Women from Minorities”
13.0 LUNCH
15.0 Expectations: exchange of experience
17.0 Preparation of exhibition of participants organisations/communities
18.30 Reflection Groups
19.0 DINNER
20.30 Exhibition: “SOUK”

Tuesday

- 9.30 Identifying needs
13.0 LUNCH
15.0 Feedback from working groups
16.0 Presentation by Dr. Annick Srojen
“Empowering Minority Women Through Local Activities”
18.30 Reflection Groups
19.0 DINNER
20.3 International Party

Wednesday

- 9.30 Statement exercise
Working groups
13.0 LUNCH
15.0 Study visit to ATMF
18.30 Reflection Groups
19.0 DINNER

Thursday

- 9.30 Feedback from study visit: sharing impressions
10.30 Introduction to workshops for Friday
12.0 Introduction to the Council of Europe
13.0 LUNCH
Free Afternoon

Friday

- 9.30 Workshop themes:
Legal support
Tolerance and paternalism
Public Relations
ROMA Women
Sexuality and minority women

Violence: domestic violence against women
Intercultural Learning
'Conquer Techniques'
Future Project

Workshops session 1:
11.30 Workshops session 2
13.0 LUNCH
15.0 Workshops sessions 3
17.00 Presentation by Alana Lentin
"The racialisation of women and political initiatives"
18.30 Reflection Groups
19.0 DINNER

Saturday

9.30 Presentation of newsletter (which provides summary of Thurs.
workshops)
10.0 Empowering young minority women:
"Should and should not..."
11.30 Evaluation:

- Questionnaire
- Expectation groups: "what am I taking home with me..."
- Plenary Evaluation

Conclusions and Close
20.30 Farewell party

SHARING EXPERIENCE AND EXPECTATIONS

To bring the group together to know each other participants introduced themselves, their experience, their communities and their work. What was quickly realised was that while we came from over 18 European countries, representing minority and majority communities there was so much common experience among us. These commonalities enforced the realisation of how we can learn from each other, and while we may pronounce our problems differently our experiences are not limited to boundaries or borders.

Common issues:

All the participants work with minority women supporting them through social, legal, cultural and emotional levels. Education and information are keys to empowerment, and tools with which we can open doors. Minority women frequently experience multiple forms of oppression, and the oppression can vary depending on who she is dealing with (e.g. her minority community, majority community, institutions, etc.). By being recipients of discrimination does not imply that we do not discriminate others, the discrimination among minority women toward each other is an issue for recognition and one which must be problematised.

Expectations:

In order to establish the expectations of participants we worked in small groups to discuss the participants experiences of working with minority women and their local reality/realities.

The expectations of participants included:

- get to know how to work with minority women
- get to know the situation of minority women in Strasbourg
- to return to home with new ideas
- improve working methods and techniques
- new contacts, project ideas
- to develop future project ideas

IDENTIFYING NEEDS

The programme of the week relied heavily on the outcomes of the discussions on participants needs. While much preparation work was done in advance, the team realised that in order to present a programme which actually could meet the needs of participants, that is would be crucial to allow ample time for discussion. Participants were provided with questions to focus on both personal and organisational level of needs. Concretely we asked them to focus on what they need in order to develop your local organisation identifying what are the areas for attention.

Questions:

“What are the challenges that you face within your local community”

“What are the challenges that your organisation faces in you community/country”

“What do you need in order to overcome the challenges as a woman leader”

“What do you need in order to overcome the challenges as an organisation”

Some of the needs and issues identified included:

- acknowledge similarities between minority groups: together we are stronger;
- minority groups should promote a wide perspective of their culture;
- creation of minority-friendly models of leadership;
- co-operation between young and old is necessary to represent the difference experiences;
- recognition and action against sexism and male domination within communities;
- recognition of the difficulties facing some minority women who cross the divide of being a professional working with minorities and at the same time being a minority herself;
- the need for a forum and space for young minority women to develop their skills, confidence and competence;
- minority communities should be open to self criticism and self reflection.

“EMPOWERING MINORITY WOMEN THROUGH LOCAL ACTIVITIES”

Presentation by Dr. Annick Srojen

In her presentation titled “Empowering Minority Women Through Local Activities”, Dr Annick Srojen referred to a research project “As True As Our Lives” which was organised and facilitated by WFM.

Explain briefly research

The research presented a picture of how young minority women feel with regards their identity, their culture, the place where they belong, etc. Dr. Annick stressed the importance of knowing how to ensure that minority people feel they belong to the place where they are.

She discussed how the research showed that the young women interviewed had a very clear picture of who they are. While they may experience many problems and discriminations they had a fundamentally clear identity of who and what they are. Their candid responses relied heavily on the relationship between the interviewer and interviewee. All of the interviewers were either minority women themselves or working deeply with young minority women. The personal involvement of the interviewer, and the common understanding of the reality of minorities between interviewer and interviewee ensured a ‘safe’ space to open and discuss difficult issues. In the interview process by talking about life experiences of racism, discrimination, etc. one becomes visible. The realities for the minorities are acknowledged. To ensure that the process doesn’t end with the termination of the interview many of the researchers organised workshops bringing the interviewed women together to discuss issues related to their interviews, added to this the women interviewed were invited to an international seminar to discuss the results and conclusions of the research.

The themes that came from the research were ‘provided’ by those interviewed. The themes revealed both a strength and contradiction. They revealed a disparity between stereotypes and reality, how the young minority see themselves and how the other perceives them. specificity of life is very important. The women interviewed were very clear that they want visibility, but only on their own terms. Likewise their identity comes from their own terms. The women experiences showed how their identity is never neutral to the wider society, “... the skin is coloured by the others words...”. The women must decide how to name themselves and if this relates to how others call them, where is they home country - is that home, can ethnicity be disassociated from the home country. The women shared the experience of reality of always feeling a “visitor in their own country”.

WEDNESDAY

Statement exercise

The aims of the 'statement exercise' were to:

- challenge participants views and opinions on the topics for discussion;
- to raise participants' awareness of the role that they play in their community;
- to share experience, viewpoints and opinions;
- to draw out and recognise the differences in opinion of the group;
- to break down barriers and to encourage people to express themselves.

The statements used were deliberately controversial, this was explained in the debriefing. Following the exercise participants were asked to discuss why they did or did not speak, did those who speak feel that they were representing the rest of their group, how did the ambiguity of the statements affect their decisions. A clear and careful explanation of the exercise was given in the beginning, followed by a comprehensive evaluation.

"A MINORITY LEADER ALWAYS KNOWS THE NEEDS OF HER COMMUNITY"

"I CAN NEVER GET RID OF MY PREJUDICES"

"YOU CANNOT LIVE BETWEEN TWO IDENTITIES"

"YOU CANNOT LOVE A CULTURE THAT YOU KNOW WELL"

Working groups of the 'statement exercise'

Following the 'statement exercise' participants worked in groups to discuss the statements. They were asked to reach a consensus and rewrite them in a way that would be less controversial.

Results for the working groups:

"A MINORITY LEADER ALWAYS KNOWS THE NEEDS OF HER COMMUNITY"
becomes:

"A minority leader should always know the needs of her/his community in order to support and promote it."

"I CAN NEVER GET RID OF MY PREJUDICES"

becomes:

"I can try to acknowledge my prejudices through confrontation."

"YOU CANNOT LIVE BETWEEN TWO IDENTITIES"

becomes:

"You can live with two identities, you can live within two different cultures."

"YOU CANNOT LOVE A CULTURE THAT YOU KNOW WELL"

becomes:

"You are more tolerant if you get to know (other) cultures better"

WEDNESDAY

The study/exposure visit to a local reality allowed participants to combine theory with practice. The visit challenged a lot of participants and gave them ideas for future projects.

STUDY VISIT

Study visit to ATMF: Association des Travailleurs Maghrebins de France (Association of North African workers in France).

ATMF, in the region of Bas-Rhin was created in 1985.

The objectives of ATMF are to:

- organise and represent the North African community through a workers association;
- combat racism and such forms of extremism;
- working with members on problems related to work, school, discrimination, etc.;
- to co-operate with partner organisations to promote equality and fair treatment for all people;
- to strengthen solidarity between the host country and countries of origin for the emergence of a democratic reality.

The activities of the organisation include:

- Cultural events
- Meeting space for girls
- Meeting space for women
- Resource centre
- Internet café
- Radio service

THURSDAY

Feedback and reflection on study visit, this was followed by an introduction to the Council of Europe by the trainer.

FREE AFTERNOON

FRIDAY

The approach of Fridays programme was to provide a forum through workshops where participants could share their practical, professional and theoretical expertise and experience.

The facilitators of the workshops were asked to provide a space for participants to share practices and experiences on the working topic.

The objectives of the workshops were to:

- To enable young women to work on the topic;
- To give some definitions of the topic;
- To exchange experiences;
- To present methods/approaches.

Workshop titles:

Legal support
Tolerance and paternalism
Public Relations

ROMA Women
Sexuality and minority women
Violence: domestic violence against women
Intercultural Learning
'Conquer Techniques'
Future Project

LEGAL SUPPORT

The workshop has been an opportunity to exchange practices, experiences and ways of action:

- ~ First of all we started with that knowledge of rights is very important to empower young women. A good tool can be education and peer education.
- ~ The analysis specific cases of domestic violence, rape within the family, trafficking of young women and female genital mutilation policies had been realised to exchange experience and good practice, methods and approaches in different country and association, with a special look to minority women.
- ~ Policies on foreign girl that are working in the market of clubs and movies on sexual intercourse, and trafficked women from one country to another on the matter of sexual exploitation. The bad condition in which women live in because of their illegal status.
- ~ Analyse the legislation of each country toward the issue that more affect women and their rights such as: divorce, abortion, rape also within family, domestic violence, incest, trafficking, sexual harassment also at the work place, female genital mutilation, economic and labour law. Most of these topics for minority groups are a taboo.
- ~ Each one of us explained more deeply the topic, in which, by experience, had to deal with, and the different methods and practices of providing support to victims of violence.

Report from facilitator

TOLERANCE AND PATERNALISM

We started with a sculpture game "to make our different attitudes concerning the term different attitudes concerning the term TOLERANCE visible and to find out the different meanings and interpretations.

From these different-meanings we can mention some positive associations like acceptance, respect listening, to hear each other , curiosity but also obedience, power relation and defence position. The explanation given in a dictionary for the verb to tolerate is 'to endure, to permit, to allow, to exist without interference, to bear somebody'. Along this explanation we discussed that tolerance itself includes a power relation, that the more powerful person or group can define what is to be tolerated, what is right and what is wrong. In each case it would be better if the tolerated changed their behaviour, the colour of their skin, their sexual orientation or what ever .

Some other points of our discussion were, that we ourselves don't want to tolerate everything or everybody, that we can't change a system with tolerance and that it depends on the context if it can be seen as a good result to become more tolerated.

But to get political importance and to empower ourselves it's really important to have an attitude and a self-definition that we want to be respected and accepted as equal members of a society and that we have the right to demand what we really want and in each case that we have the value to be more than tolerated.

Yes, this and a lot of things more. A quiet incomplete report of a great time.

Report from facilitator

PUBLIC RELATIONS

Public relation: having a relation to the public. In this era of information and communication where the media is one of the most forceful powers we need to start a relation with the media in order to reach the public. It is unfortunately not as simple as it sounds. Many of us have failed on maintaining a successful co-operation with the media. Our love-hate relationship to the media is though of great importance if we wish to promote our organisation/association.

Why do we need the media?

- To be part of the information motorway
- To facilitate the communication with the public
- To receive free PR/advertisement
- To get through crises/update the public

What channels can we use to reach out?

- Press conferences
- Press releases
- Debate articles
- Media cultivation (become friendly with a few journalists)
- Monitors
- Product Placement
- Educating the journalists (through weekend seminars on your org.)
- Protest lists
- School material
- Free postcards
- Pamphlets
- Unconventional advertising (ex. Public toilettes)

During the workshop the participants exchanged experiences linked to the media. Although we came from different media cultures we all agreed that it is not always an easy task to promote our organisations and the ideas behind it.

Report from facilitator

ROMA

1. General information

- Ethnic minorities
- They live without state
- They came from India, nomadic people, now they have life in a closed settlement, ghetto

2. Social situation:

- ~ Poor conditions
- ~ Non-educated
- ~ Unemployment
- ~ Children: they study in a segregated school system
- ~ A lot of young Roma persons use drugs
- ~ They don't finished school
- ~ They have to care about their family

3. Habits:

We spoke a lot about our traditions, which are completely different in Hungary and Finland.

4. Political situation

- ~ Organisations (civil or governmental)
- ~ Discrimination
- ~ Future

Report from facilitator

SEXUALITY

We started with an empathy game on different identities from different cultures and backgrounds.

Important points in the discussion:

- Sexuality differs in different cultures or societies, according our backgrounds not only in majority but in minority as well, such as lesbians, disabled women, Jewish women etc.
- Reflections about the game: Most participants find it difficult to have empathy on different women from different cultures.

Question: Do you work with women from minorities on sexuality? Is it easy to talk on it with women from different backgrounds?

- It's very difficult. Some young women see themselves as object although they aren't passive. They do everything to please men.
- Some young women are very free to speak about their sex life whereas some are very shy. It's difficult to deal with sexual violence.
- In the workshops with girls from minorities of mixed groups, girls understand each other better, while talking about their sexuality,
- To get to know different cultures help them to face with their own problems.

- In Balkan societies sexuality is a taboo. Women don't have the right to have their own sexuality. Especially in disabled women's situation parents want their daughter stay at home and kill her sexuality .
- Perception of sexuality of either sex is completely different and sexuality of men is more acceptable.
- Teachers or adults shouldn't impose their beliefs and attitudes about sexuality on young women. In Romania abortion is legal but regarded as a contraception method. Women are considered as responsible for the use of contraception.
- In Kosova young people have a lot of problems such as political, economic, etc. and they are trying to solve these with alcohol. Sexuality is a kind of inferior problem.
- Even if a young girl has made love with a boy and is free to talk about her sexuality, it is not taken as a positive thing. But if a boy has the same in his life he becomes very popular in his community. So the perception of sexuality depends on whose sexuality we are concerned with. Virginity and honour killings are important issues.
- The problems are very similar almost in every society regardless of western or Eastern societies.
- We take it for granted that heterosexuality is the 'normal' way of sexuality. In sexual education homosexuality must also be considered.
- We should widen the vision of minority women so that they determine their real needs and they should be given the right to choose whatever they want to do.

Summary:

Challenges:

- ~ Virginity
- ~ Sexual violence
- ~ Contraception
- ~ Abortion
- ~ Sexual diseases
- ~ Perception of sexuality
- ~ How to work with young women
- ~ Parents

Methods:

- ~ Sexual education should include girls and boys
- ~ Support from the media and medical companies
- ~ Including homosexuality
- ~ Nothing should be imposed instead, sharing experiences and being a model
- ~ Complete trust must be created in the groups of young people
- ~ Parents also must be included in the education programmes.

Report from facilitator

VIOLENCE

We spoke mainly on domestic violence and what our organisation is doing in that field. Domestic violence exists everywhere. We agreed on that violence could be sexual, physical and psychological.

Legal assistance is important, but it is often difficult to reach minority women in a way so that they will use this assistance. The main reason why they don't seek

help is that they feel the violence is deserved or that their culture doesn't allow them to talk about it in public. So they will not leave the abusive environment .

Shelters for women are in many places, but minority group women don't come there for same reason, as they don't seek legal assistance.

Ways to help and things that needs to be changed:

- ~ It is important to change the attitudes of the community
- ~ Pure education programs in kinder garden where they talk to children about emotions, feelings, touching
- ~ Better legislation
- ~ Good contacts with police, hospitals, social workers, media, etc.
- ~ Backgrounds or seminar experiences to empower them, by discussion the effects (emotional and physical) the violence had to them. Also we discussed the effects of words. How women feel and look at their body which we can categories as psychological abuse. Prostitution and trafficking in women also became a topic.

Report from facilitator

INTERCULTURAL LEARNING

We shared experiences through four exercises in the workshop.

1. In the first exercise we had to create a picture on an object in the room, using a frame, and the others had to figure out images, words they associated with the pictures. We created images or different ways or levels -often surprising for the creator herself .

2. We had to count for 1 minute with closed eyes. This exercise was supposed to show, that different cultures or individuals have a different perception of time.

3. The group offered terms that they thought to belong to the visible and invisible level of culture (as an iceberg). It showed that there are a lot of things that go beyond the visible, obvious level of this iceberg we call culture -from the nature of friendship to the approaches of problem solving.

4. We imagined ourselves travelling on a train in a couchette compartment with 3 other people. Each of us had to select 3 people from a list of 17 different persons or stereotypes as the best and the worst company. Then we had to come to a conclusion with our group members' choices.

Report from facilitator

“Conquer Techniques”

The 5 ugly, rhetorical oppression tricks.

Professor Berit As promoted the conquer techniques when she was a political activist discovered that she, during her speeches was being neglected. /she started analysing the moments where she felt most hurt and disrespected and found a power related rhetorical pattern. By being aware of this “conquer technique” you empower yourself and other oppressed individuals. At the same time you feel less just since you discover how power structures operate, thereby lies the realisation that one should not take this personal. Abusing power in

rhetorical ways is not only gender related, it happens on a daily basis in any power-related occasion.

The following methods can be your 'weapon' when you recognise the following:

1. Making someone invisible

When you feel that someone is ignoring and neglecting you, as if you were not there. You feel hurt, embarrassed and confused.

2. Ridicule someone

When someone makes sarcastic comments when you are talking. You feel insecure, nervous and embarrassed.

3. Hiding information

When decisions are unofficially made or information is unofficially announced without you being there. You feel dumb, ignored and inadequate.

4. Double punishment

No matter what you do it is wrong. 'Damned if you do, damned if you don't'.

5. Putting on guilt and shame

A combination of numbers 2 and 4. Through sarcasm you feel guilty, embarrassed and dumb.

The participants shared their own experiences, which was empowering in itself. We agreed that the awareness of structuralism power abuse can also be an empowering tool. The more people that are ware of this method the better. It is our duty to intervene when we see this painful method being used during meetings, seminars, etc. During the workshop we glided in and out of different roles to grasp the 'victims' and the 'conquerors' behaviour and responses.

Report from facilitator

Future project proposal

"Trafficking of Women"

A Training Course for young minority women working with the issues of trafficking of women and violence against women, to be organised with the co-operation of WFM and partner organisations in Bulgaria, Iceland and Yugoslavia.

The realisation of this project proposal came following the discussion and analysis of the local problems of those participants working against the trafficking of women. The trade of women and children as commodities is not a minor problem restricted to a small area or a handful of individuals. The trade and trafficking of women and children affects millions of lives from all corners of the world, in particular the trade of people from Asia, Africa and Eastern Europe into Europe. Despite this there is no organised visible international lobby working to break this trade.

The issues of trafficking of women and children, and violence against women, are areas which WFM strongly feels should be addressed by the organisation.

The Aims and Objectives of this training course are:

- to train young women from minorities to deal with the challenges of trafficking of women and violence against women;
- to share working experiences and good working practice;

- to initiate an international networking of organisations dealing with this topic;
- raise awareness on the existing international legislation and practices, and further to publicise these on a web site;

The working methods of this project would involve lectures, workshops, public events, exhibition.

The target participants would be those women working with women affected by the trafficking trade, social workers, police and other international 'policing' forces, activists.

The proposed venue and timetable for this project is Iceland , summer 2002

Added to this project, it is proposed to organise a poster campaign in order to serve the purpose of raising awareness on this trade and industry, focusing on the importance of the work against the trafficking of women and children and violence against women.

Report from facilitator

Alana Lentin: “The racialisation of women and political initiatives”

Alana presented a summary on the topics of women, racism, anti-racism and how women can mobilise themselves to fight racism and discrimination. She chose different examples of good working practice from the United Kingdom and France to give a view of what is happening in Western Europe, and how women have organised themselves.

Hard work has paid off in some cases but in far too many occasions women of minority background have been mistreated. Alana had selected extreme cases to demonstrate these juridical and human injustices. She quoted some powerful writers who have revealed issues through personal experiences, over-whelming words or moving accounts of tragic situations.

Report from Banafshe Hejazi

Conclusions and evaluation

The approach to the programme of the final day took a different approach to previous days. The programme of the day was divided into showing a summary of objectives achieved during the week, what has been learnt from each other. We finalised the programme by evaluating the work done.

An evaluation of the study session is also useful to WFM as it allows the team and organisation to assess the organisation and development of the meeting and it's management.

An outcome of the study session was a list of the 'rules' of what one "should" and "should not" do when working with empowering minority women. This list was prepared by the participants who worked in groups. While this list may not necessarily be complete it can be utilised as a starting point for structuring good working methods for working with young minority women.

Another outcome of the meeting was the decision to follow-up with a future project on *trafficking* and *violence*. Many participants seem to be involved in this topic and would like to work together for a common future project.

One general conclusion seems to be that all participants of the study session left motivated and ready to enlarge the focus of their work, either by discovering the work that others are already doing despite the difficulties, or by realizing that even a 'majority' young woman should work towards empowering minority young women.

GOLDEN RULES IN EMPOWERING YOUNG MINORITY WOMEN

I SHOULD:

- ... listen to them*
- ... be patient and passionate*
- ...encourage them to get organised*
- ... abandon my ethnocentric point*
- ... give/create space*
- ... face and fight my prejudices and stereotypes*
- ... find way to involve the community*
- ... make them visible in a positive way*
- ... work together minorities and majorities*
- ... support self-esteem and enhance self-development*
- ... encourage participation in intercultural seminars*

I SHOULD NOT

- ... decide on the other's behalf*
- ... interrupt*
- ... say never "should not"*
- ... think and act as if better*
- ... take initiatives without their approval*
- ... be a spokesperson unless I feel part of them and understand them*
- ... neglect silent and opposite voices/opinions*
- ... only work on the needs - positive thinking*
- ... work/be involved if I don't really believe in it*
- ... hide possible difficulties, "la vie en rose?"*
- ... ignore their cultural values*
- ... be paternalistic/ over-protective*
- ... support any prejudice and discrimination*
- ... feel guilty for all injustice in this world*
- ... gather too many responsibilities - Danger! Burn out*
- ... burn out energy on one case only*
- ... allow political correctness outweigh honesty*