

Action Agreements – Requests and Offers

April 29, 2018

Continue the Cross-Cultural Dialogue:

Interested to continue these dialogue meetings: Alan, Amudha, Janet, Harishini, Rosanna, Helene, Dariya, Claude, Henrike, Ramalingam, Rita, Shanti, Tapas, Vincent

Harshini offers to translate during any follow-up dialogue meetings, if and when she's available.

Discrimination – Specific Action Steps:

Bridget will speak with Inge and Angela (PM Task Force members) in the coming week, and to share with them about her experience of this CCD, and request them to engage in dialogue with Partha and Ranjith on their feelings of discrimination.

Dariya would like to coordinate the next CCD follow-up meeting on Sat, May 12, and to see if any forward movement happened within these 2 weeks. She requests L'aura and team to host the process.

Devi wants to form a small team to think about raising awareness immediately after an incident of claimed discrimination, so that we can all learn as a larger community. She will discuss this idea with Ranjith, as he had a similar idea.

Henrike would like to brainstorm with Devi about how to raise more awareness about this topic, because there are so many subtleties.

L'aura wants to speak to Amudha, within the coming 2 weeks, regarding an experience she had many years ago, and to see whether she'd like to have a facilitated dialogue with the concerned party, to support forward movement and healing.

L'aura will debrief this CC-Dialogue with the Restorative Auroville team next week, and see how they intend to follow up with this topic, such as:

- possible further meetings, which L'aura is willing to coordinate and host
- to write an article about this CC-Dialogue experience and discrimination, possibly to publish in AVToday

Martin will bring back some topics in the coming week to the AVC (which they have been discussing already):

- the request to have a GM on discrimination, and to ask the RAS to host it
- developing a process to clear the names of those who have been declared non-eligible to join Selection Processes
- more transparency and fairness in the Selection Processes (regular and ad hoc)

Selvaraj D. will write to the AVC with a request to start a Subgroup on discrimination, and he would like to join it.

Selvaraj D. wants to follow up with the ambulance incident, and offer any support in clearing misunderstandings, if needed, and share updates with the AVC/WC (as they put out a call).

Discrimination – General Intentions:

Available to support the community, or AVC or Entry Service in finding ways forward on this topic of discrimination: Annemarie, Amudha, Gajendran, Hari, Jayavel, Rajavelu, Ramalingam, Selvam, Selvaraj D.

General request to all: when a feeling of discrimination arises among community members, please share it right away, so that we can all become more sensitive about how our actions are received by others.

Alan requests more sharing and feedback from CCD participants, as he would like to be better sensitized on this issue, and to learn if he's doing something that feels like discrimination and that he's not aware of.

Ashwini and Sundar are available for private tutoring for students needing support to pass their 10th to 12th exams. They request support in communicating this information to schools and families.

Bridget wants to look at own judgments and biases, so that she can become more aware of them.

Bridget wants to speak up when she sees discrimination in the community.

Claude would like us to explore further the topics of power (how we deal with it in different cultures), and colonialism, as for him these are at the root of what was shared during this Dialogue.

Dariya would like to organize, in the coming 5-7 years, a deep reconciliation process within Auroville, as we have so much deep pain in the community, and she doesn't believe that the old ways of solving problems will work on an issue like this.

Genie would like to organize, over the coming years, a coming-together between Tamil village elders and Aurovilians, like a sort of pot-luck, where Tamil elders can share their native ancestral wisdom with other Aurovilians, so that we can acknowledge the wisdom of this land.

Hari wants to support in cases where any Aurovilian feels discriminated against, to listen and to see what can be done.

L'aura invites all present to call a Restorative Circle if they're aware of a situation involving a claim of discrimination.

Martin requests that members from the Tamil community put their name forward in future Matrimindar selection processes.

Rita requests that we drop the word “discrimination” in future dialogue meetings, and instead call it “Cross-Cultural Dialogue for Mutual Understanding.”

Shanti offers to have one-on-one sessions for deep sharing and grieving for anyone who would like this.

Shivaya wants to work on a proposal/program that would offer more skills and empowerment to Aurovilians who wish to join WGs. She wants to collaborate with Sangamam on this. She will start working on the proposal now and continue after the summer break, in August.

Tamil / English Language:

Wanting to improve Tamil skills: Genie, L’aura, Shanti

Kati would like to develop a professional training program for Tamil-English translators, as our resources in the community to translate meetings in live-time are very limited. She hopes that in the future we could have a reliable translation service, and that more community / Working Group (Entry Service, for example) meetings would be translated in live-time.

Selvaraj A. and Rajavelu are creating a program for Tamil lessons in Kuilapalayam Cultural Centre, which will start in June.

Shanti offers spoken English conversations for those wanting to improve their skills.

Vincent offers interactive Tamil lessons to anyone who wants to learn Tamil.

Other Specific Action Steps:

Genie will create a film about this CCD and organize a screening for all CCD participants within the next 6 months (before October).

Helena B. will introduce a new circle in Bhrahmanaspati Kshetram in Tamil and English, with the topic: “What do I want to do for Auroville and the Mother?”

General Intentions:

Martin is committed to working for Human Unity.

Partha offers his support in general, in case anybody has a request of him.

Selvam wants to work on himself more, in order to support forward movement on this topic.

Shanti offers hugs.

Suzie offers to hold everyone present and our shared experienced together in the light.

List of other concerns mentioned (although no action agreements made):

- Lack of transparency during different selection processes (regular and ad hoc; Matrimandir selection process)
- The need for a process to clear the names of the false allegations we make against each other
- Questions about how Boobalan was treated during the recent ambulance incident
- The challenge many students face when trying to get admitted into Future School
- The bias placed on Tamils when going through the Entry Process
- Very low Tamil participation in Working Groups
- Aurovilians' low commitment to learning Tamil
- Lack of transparency / fair process regarding the missing gold at Matrimandir
- Request to have an RA or GM on discrimination