

# MOSAIC

## Pathway on Building Social Cohesion

### Thank you for being here!

Welcome to a community of people who are motivated to create cohesion through courageous conversations. We hope that these MOSAIC Pathways will support you to have healthy conversations about complex topics, so that we can collectively move closer to a more peaceful and inclusive society.

We know how busy life can get and that it can be difficult to find the time to be fully prepared for these conversations. Our team has designed this pathway as one possible way to structure a conversation around this topic. We welcome your feedback and suggested changes for this pathway, and any ideas you have for other pathway topics.

### Introduction

This pathway aims to start conversations about social cohesion and what it means for a collective society. It encourages young people to discuss the challenges they face in their community with the opportunity to brainstorm possible solutions. This pathway uses the German institute of Development and Sustainability (IDOS) model of Social Cohesion to structure the conversations about what social cohesion is and what it can involve. We hope that after this session, participants feel a shared responsibility for building social cohesion and are eager to learn more about society and how we can strengthen our connections.

# Setting up the Conversation

Before getting stuck into the conversation, think how you might create a space that encourages open dialogue, vulnerability with purpose, and constructive engagement, where everyone involved feels empowered to share their experience without fear of judgment.

We encourage appropriate ice breaker and safety check out activities. We believe alongside those activities that this pathway can range in time from 1.5 hours to 3 hours.

## CREATING A SAFE AND ACCOUNTABLE SPACE:

1. **Acknowledge Diverse Experiences:** Begin by acknowledging the diverse experiences present in the room. Everyone brings unique perspectives shaped by their backgrounds, identities, and lived experiences. This recognition lays the foundation for understanding and empathy.
2. **Variation in Knowledge Levels:** Recognise the varying levels of knowledge about the topic. Some participants may be well-informed, while others may be exploring these concepts for the first time. Encourage an open mind and an attitude of curiosity for learning from one another.
3. **Sharing Personal Stories:** Emphasise the importance of sharing personal stories, which can humanise the discussion and deepen understanding. Participants should feel empowered to share their experiences, knowing that doing so enriches the conversation.
4. **Ground Rules for Support:** Establish ground rules for supporting each other throughout the conversation. Encourage active listening, empathy, and validation. Create a space where participants can express their thoughts and feelings without fear of judgement.
5. **Checking Comfort Levels:** Set guidelines for checking in on comfort levels. Acknowledge that discussions around these topics can evoke strong emotions. Encourage participants to communicate when they need a pause or additional support.
  - a. **Check-in with Young Indigenous & People of Colour:** Recognise that these topics/conversations may be more personal for young people of colour. Consider checking in with them individually before the session to gauge their comfort levels and address any concerns. During the conversation, be attentive to their reactions and provide opportunities for them to share or opt-out as needed.
  - b. **Addressing Power Dynamics:** Be mindful of power dynamics within the group. Ensure that everyone has an opportunity to speak, and actively intervene if dominant voices overpower marginalised perspectives. Facilitate with an understanding of the intersectionality of identities and how they contribute to varied experiences of discrimination.
6. **Respecting Dissenting Views:** Acknowledge the potential for differing opinions and viewpoints. Create an environment where dissenting views are acknowledged and discussed constructively through respectful dialogue.

However, dissenting views do not mean participants are entitled to express views that are violent, discriminatory, or question the existence of other people. Respect for differing views does not include tolerating hateful and harmful speech. Ensure that conversations remain within the bounds of respectful communication, within an atmosphere where participants feel safe and valued. Encourage discussions that promote understanding rather than perpetuating harm and address any language or behaviour that may be harmful or disrespectful to others.

## SUPPORT AND CARE FOR YOUNG PEOPLE:

1. **Recognise Vulnerability:** Understand that young people, especially those from marginalised communities, may feel vulnerable discussing these topics. Create an atmosphere that respects and values their emotions and perspectives.
2. **Provide Resources for Support:** Offer resources and information for additional support. Encourage participants to seek help if needed, offer a post workshop support sheet.
3. **Empower Through Education:** Empower young people through education. Provide resources that help build resilience and self-esteem. Highlight positive stories and examples of resilience within their communities.

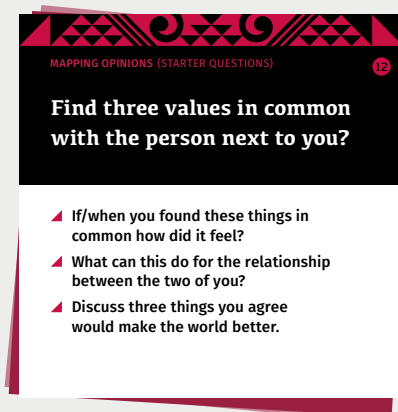
4. **Anti-Racist Practice:** Incorporate anti-racist principles into facilitation by emphasising the importance of dismantling racist structures and promoting inclusivity. Encourage young people to explore how they can actively contribute to anti-racist practices in their lives and build a sense of collective responsibility in creating a more equitable and just society.
5. **Encourage Allyship:** Encourage participants to support one another, learn from shared experiences, and work together towards a more inclusive and equitable future.

# MOSAIC CARDS

These are the recommended MOSAIC cards you can use to explore building social cohesion.

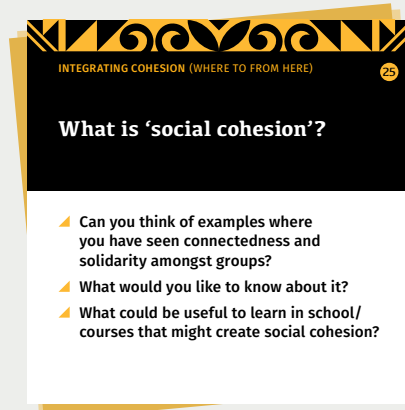
## CARD 12

Find three values in common with the person next to you?



## CARD 25

What is social cohesion?



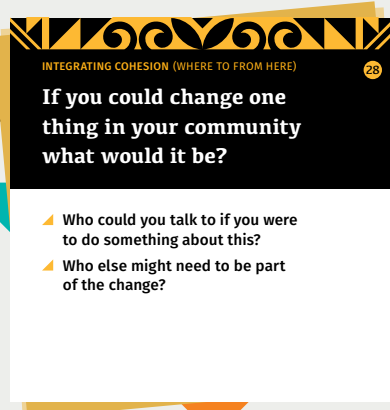
## CARD 26

How would you describe the collective society of Aotearoa/New Zealand?



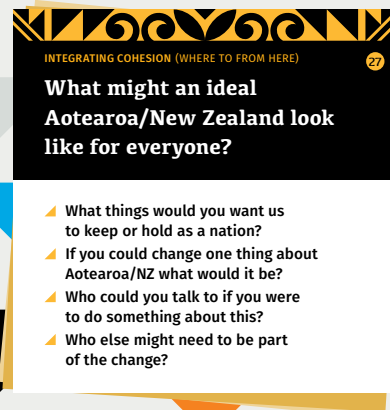
## CARD 28

If you could change one thing in your community, what would it be?



## CARD 27

What might an ideal Aotearoa/New Zealand look like for everyone?



# Supporting Resources

Here is a selection of relevant resources for facilitators and workshop participants to explore the topic of building social cohesion. We recommend that you engage with the resources beforehand; however, they may also be built into the structure of the session where appropriate. Please note our recommendations regarding level of understanding.



Website

## THE SOCIAL COHESION HUB

Resourceful one-stop-shop. It compiles different models into one place, and gives you access to multiple sources of information about social cohesion.

### Where to find it

[Click here for link](#)

Or google “the Social Cohesion Hub”

### Level of understanding:

High

(This website is recommended for the facilitator to review before the session, however it can be a resource for older participants [18 and above] if they're interested in learning more about this concept)



Youtube video

## WHAT IS SOCIAL COHESION? | COOPERATION, IDENTITY, TRUST | SOCIAL COHESION HUB

The German Institute of Development and Sustainability (IDOS) made an educational video about social cohesion that can help introduce the concept.

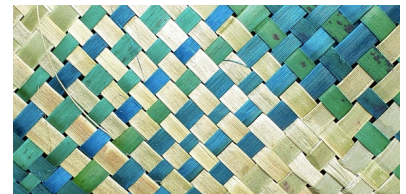
5 minutes

### Where to find it

<https://www.youtube.com/watch?v=V1wkfnXhRfQ>

### Level of understanding:

Moderate



Video

## ADDRESSING THE CHALLENGES TO SOCIAL COHESION

A discussion about Aotearoa New Zealand's status as a cohesive high-trust nation and how it is being challenged by political, economic and environmental pressures, worsened by technological changes.

60 minutes

### Where to find it

<https://informedfutures.org/webinar-recording-with-qa-addressing-the-challenges-to-social-cohesion/>

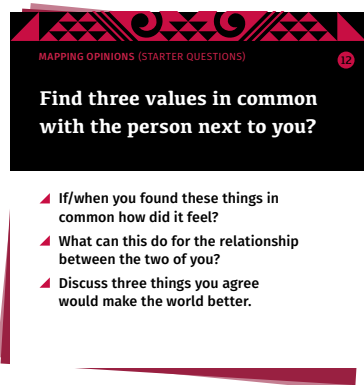
### Level of understanding:

Moderate

# The Conversation

## A. Getting started

**CARD 12. FIND THREE VALUES IN COMMON WITH THE PERSON NEXT TO YOU?**



This activity allows participants to learn about each other and encourages a sense of connection to develop between participants. It highlights that holding different values and/or experiences can be important parts of supporting a socially cohesive society.

**CARD 25. WHAT IS SOCIAL COHESION?**



This card sets a baseline for the group to understand the concept of social cohesion. An additional prompt could be asking participants to imagine what a socially cohesive society would look like. Work towards the understanding that a socially cohesive society will differ from place to place depending on the makeup of that society's structure, cultures, ethnicities, religions etc.

*Note: Viewing the IDOS YouTube video together could be useful here.*

**WHAT ARE SOME IMPORTANT FEATURES OF A SOCIALLY COHESIVE SOCIETY?**

This question asks participants to reflect on the different structures of society and how these interact with different social groups. Encourage them to reflect on interpersonal features and systemic features of a society.

Participants will continue reflecting on the structures of society and how they can support or challenge a more socially cohesive society.

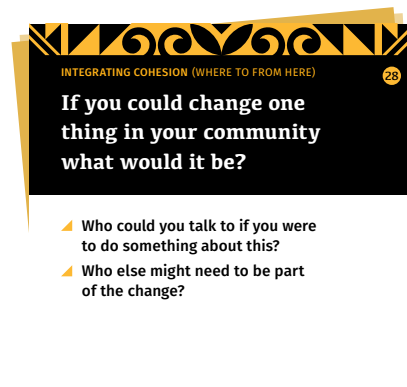
## B. Getting deeper

**CARD 26. HOW WOULD YOU DESCRIBE THE COLLECTIVE SOCIETY OF AOTEAROA/NEW ZEALAND?**



Building on their understanding of social cohesion, participants are encouraged to connect this learning with their critical reflection on our collective society in Aotearoa/New Zealand.

**CARD 28. IF YOU COULD CHANGE ONE THING IN YOUR COMMUNITY, WHAT WOULD IT BE?**



This card invites participants to apply their understanding of social cohesion in their local

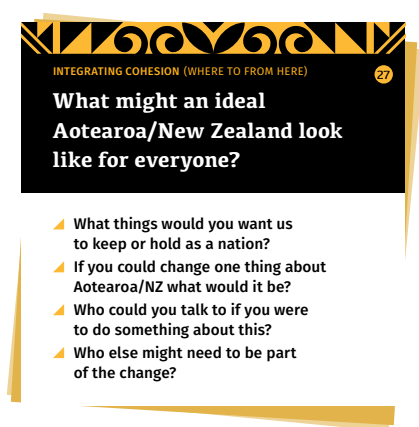
context. Encourage participants to think critically about solutions to challenges to social cohesion that they identify as being present in their community.

Follow up question could be:

- Who or what else would be needed to make this change happen?
- How can society operate in a fairer and more just way that is inclusive of everyone's differences?

This question encourages participants to consider broader structural issues that may encourage or discourage social cohesion and imagine solutions to these challenges.

### CARD 27. WHAT MIGHT AN IDEAL AOTEAROA/NEW ZEALAND LOOK LIKE FOR EVERYONE?

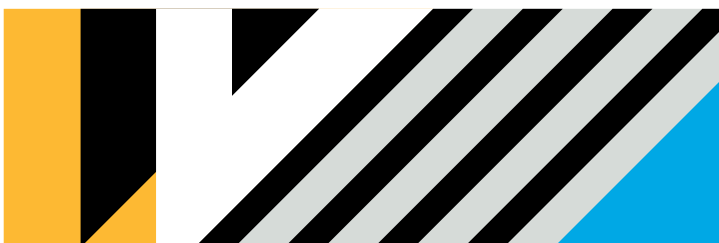


This question encourages participants to take the perspectives of others and invites them to reflect on their aspirations for a socially cohesive community in Aotearoa/New Zealand. This question builds hope for a more inclusive and equitable future.

## C. Wrapping up

Here are some questions to help you reflect on the conversation you've just had.

- What are some key learnings/takeaways?  
How might these be shared with others and in what settings?
- How has this Pathway impacted your understanding of building social cohesion?
- How might you apply your experience of this Pathway conversation?





# After the Conversation

## More learning

Facilitators and workshop participants might be keen to continue with their learning about about building social cohesion. Here are some extra resources that can deepen understanding.

**NOTE TO FACILITATOR:** These resources are not specifically about social cohesion but cover related topics



Movie

### **“UPROAR” (2023)**

A New Zealand Film about identity and allyship.

1 hour 50 minutes

**Where to find it:**

Streaming platforms

**Level of understanding:**

Basic



TV Series

### **“RESERVATION DOGS” (2021)**

A television show that is representative of indigenous experiences in America.

M, 30 minute episodes

**Where to find it:**

Streaming Platforms

**Level of understanding:**

Basic



Book

### **“THE HATE YOU GIVE” (2017) BY ANGIE THOMAS**

A book that covers topics around justice and injustice, inequality and racism and in a way that teens can identify and resonate with.

Young Adult, 444 pages

**Where to find it:**

E-book platforms

Library and book sellers

**Level of understanding:**

Basic



TV Series

### **“RAISED BY REFUGEES” (2022)**

A television show that is based in Aotearoa and highlights some of the lived experiences of immigrant and refugee families here, covering topics such as racism and identity.

M, 22 minutes episodes

**Where to find it:**



**Level of understanding:**

Basic

# Support

We know these conversations can be difficult and bring up a range of experiences and deep emotions, which is totally valid. If you would like some support, here are some contact details for suggested support organisations and communities.

## YouthLine

0800 376 633

Free 24/7 text 234 · [talk@youthline.co.nz](mailto:talk@youthline.co.nz)

## RainbowYouth

<https://ry.org.nz/get-support>

**Aroā Wellbeing** - a space created by rangatahi for rangatahi.

<https://www.aroawellbeing.co.nz/>

