

# Pride of Place Living Resident Interest Group Workshop Report

**Date:** 10/10/2024

**Facilitators:** Jane, Naomi, Haworth, and Will

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## Introduction

The Pride of Place Living (PoP Living) Resident Interest Group (RIG) was formed as an advisory body to explore the values and principles for living together harmoniously in our future housing community. This group supports PoP Living and the Committee in shaping how residents will live cooperatively, responsibly, and inclusively, contributing to a vibrant and supportive environment. The workshop aimed to identify core values and associated actions that will guide our community interactions and ensure that PoP Living is a place where everyone feels safe, respected, and engaged.

This report captures the key values and detailed action items discussed and agreed upon by the group. It will serve as a guiding document for establishing PoP Living and supporting ongoing community development.

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## Workshop Objectives

1. Define shared values that reflect the goals and principles of PoP Living.
  2. Develop actionable steps for each value to ensure clarity and alignment among future residents.
  3. Discuss future steps and areas for further workshops and development.
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## Core Values and Actions

### 1. Safety and Security

- **Conflict Mediation:** Establish conflict mediation practices within a safe environment to help residents address disputes constructively.
- **Design for Balance:** Incorporate thoughtful design choices that balance the need for a secure space with openness to the wider community.
- **Privacy in External Spaces:** Ensure that privacy considerations are prioritised in external communal and personal spaces.
- **Regular Check-ins:** Implement a structure for regular check-ins to maintain a safe and secure environment for all residents.

### 2. Accountability, Responsibility, and Compromise

- **Acknowledge Personal Difficulties:** Foster an environment where individuals can acknowledge and address personal challenges that may impact shared spaces and responsibilities.
- **Maintenance of Shared Spaces:** Reach consensus on the upkeep and maintenance of shared spaces to ensure collective accountability.
- **Communication and Negotiation:** Promote open dialogue and negotiation regarding shared responsibilities and spaces.
- **Flexibility and Mutual Support:** Encourage flexibility and mutual support among residents, while respecting boundaries and individual needs.
- **Time for Processing:** Allow time before reacting to situations, supporting a calm approach to conflict resolution.

### 3. Kindness and Respect

- **Approach with Open-mindedness:** Engage with others in an open-minded manner, showing understanding and kindness, and respect for others' limitations.
- **Recognise Intent vs. Accidental Actions:** Develop an awareness of intent versus accidental actions in interactions to minimise misunderstandings.
- **Willingness to Help:** Cultivate a culture of readiness to support each other when needed.

- **Benefit of the Doubt:** Foster a non-judgemental environment where residents give each other the benefit of the doubt.
- **Compassion over Judgment:** Encourage approaching situations compassionately rather than judgmentally.
- **Community Time Banks:** Consider implementing community time banks as a way to track and exchange acts of kindness, ensuring timely support for those in need.

#### 4. Cooperation and Mutual Aid

- **Request Help:** Set up a platform for residents to request assistance within the community.
- **Shared Skill Space:** Create a common space that allows for skill sharing and collaborative work.
- **Lending Library:** Establish a lending library where residents can share tools and equipment, reducing duplication and fostering resource sharing.
- **Collaborative Design of Shared Spaces:** Encourage joint decision-making in the decoration and design of shared spaces.
- **Cooperation as an Attitude:** Promote cooperation as an essential attitude, with a collective willingness to undertake tasks together.
- **Neutral Garden Space:** Create a neutral garden or green space to serve as a hub for cooperation and community-building activities.

#### 5. Acceptance

- **Acknowledge Differences without Conflict:** Foster acceptance of differences among residents without allowing these to become a source of conflict.
- **Opportunities to Voice Needs:** Provide spaces and opportunities for residents to express their needs and wants, with options for anonymity if desired.
- **Sensitive Shared Space Calendars:** Implement shared space calendars with sensitivity to individual needs and preferences.
- **Respectful Communication:** Encourage considerate and respectful communication among residents.
- **Regular Meetings for Open Dialogue:** Hold regular meetings where residents can voice frustrations and address concerns openly.

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## 6. Direct Communication and Consensus

- **Conflict Resolution Process:** Develop a structured process for resolving conflicts within the community.
- **Boundaries and Behaviour Agreements:** Set agreements regarding behavioural and language boundaries, respecting diverse communication styles.
- **Support Lines for Escalating Issues:** Establish clear contact and support lines for escalating issues, whether they are practical or communal.
- **Monthly Reviews:** Schedule monthly meetings to review and assess the effectiveness of ground rules and address any emerging issues.
- **Training on Communication and Conflict Roles:** Provide training for residents on effective communication, boundary setting, and role definition within the conflict resolution framework.
- **Respect Pronouns:** Promote respect for individual pronouns as a step toward inclusivity.
- **Understanding Diversity in Communication:** Recognise and respect diverse communication styles and establish what direct communication entails.
- **Handling Rule Breaks:** Define processes for handling breaches of rules, distinguishing between deliberate and unintentional actions.
- **Ground Rules on Treatment:** Establish clear ground rules on respectful treatment within the community.
- **Compassionate Candour:** Encourage direct yet compassionate feedback to nurture honest and respectful interactions.
- **Courage to Question:** Create an environment where residents feel comfortable both asking questions and accepting feedback.

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### Next Steps

The workshop concluded with a discussion on areas for further development. Attendees expressed interest in:

1. Monitoring and ensuring adherence to these values and actions, potentially through agreements or contracts.

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2. Establishing communication channels, such as a WhatsApp group, to keep residents informed and engaged.
  3. Future workshops on important topics, including allocations, conflict resolution practices, and the structure of shared spaces.

These steps aim to lay a foundation for a positive and constructive community environment within PoP Living. This document will be retained for future reference as PoP Living continues to build a welcoming, safe, and supportive community for all residents.

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### **Contact Information**

For questions or further engagement, please contact the Pride of Place Living team: Jane Stageman / William Moody