

# The power of differences

Marten Bos

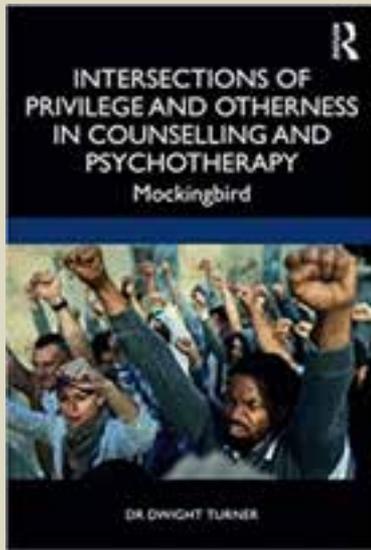
KRACHT VAN HET VERSCHIL  
BUREAU VIE

# Nobody is a Single Story

## “The Power of Differences”



- A methodology I developed to facilitate Diversity, Equity and Inclusion in supervision-, counseling-, therapy-, coaching-, educational-, training relationship.
- Based on about 45 years of experience, from shameful mistakes to nice successes, in the field of diversity.
- Supported in a practical and theoretical way by: Intersectionality, Gestalt, Systemic work and Supervision.
- ***And especially due to -, being grateful for - and indebted to the encounters, both loving and furious, confrontational and understanding with people from / in various marginalized positions!***



**Creating awareness, insights by hearing, reading, exploring through the other-/'not me' stories, to reflect on, change, add to our used, dominant methodology + theory.**

**Inclusion: look (with me) through my eyes, experiencing my world, my daily reality of racism, sexism, lgbtiq+phobias, validism, classism, etc.**

# Tedtalk Chimamanda Ngozi Adichie: “The danger of a single story”

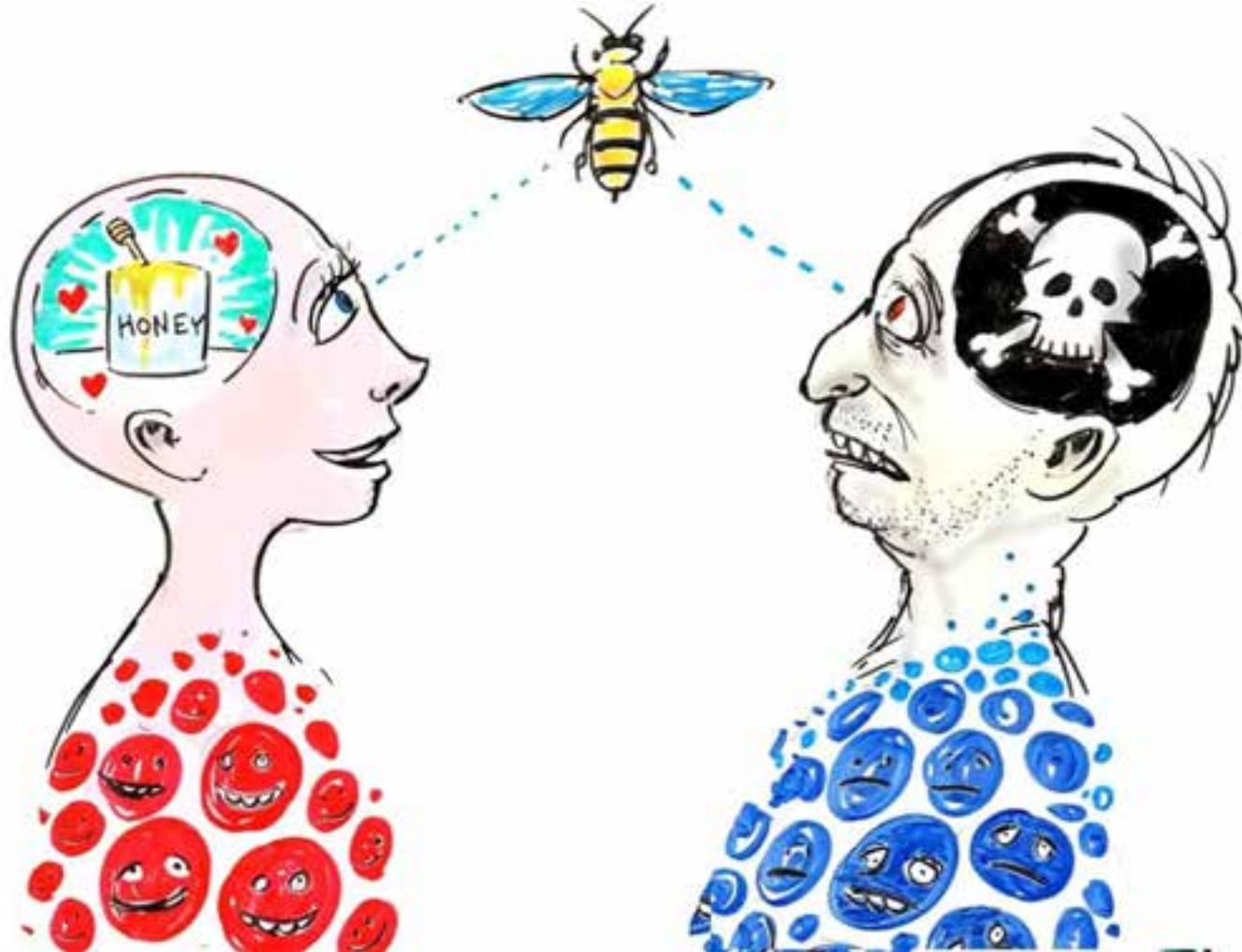
"The single story creates stereotypes, and the problem with stereotypes is not that they are untrue, but that they are incomplete. They make one story become the only story...

The consequence of the single story is this: It robs people of dignity. It makes our recognition of our equal humanity difficult. It emphasizes how we are different rather than how we are similar."



‘The way you look determines what you see .. and in connection to that how you act, feel, interact, what scares you, suits you, you avoid, comforts you ...’

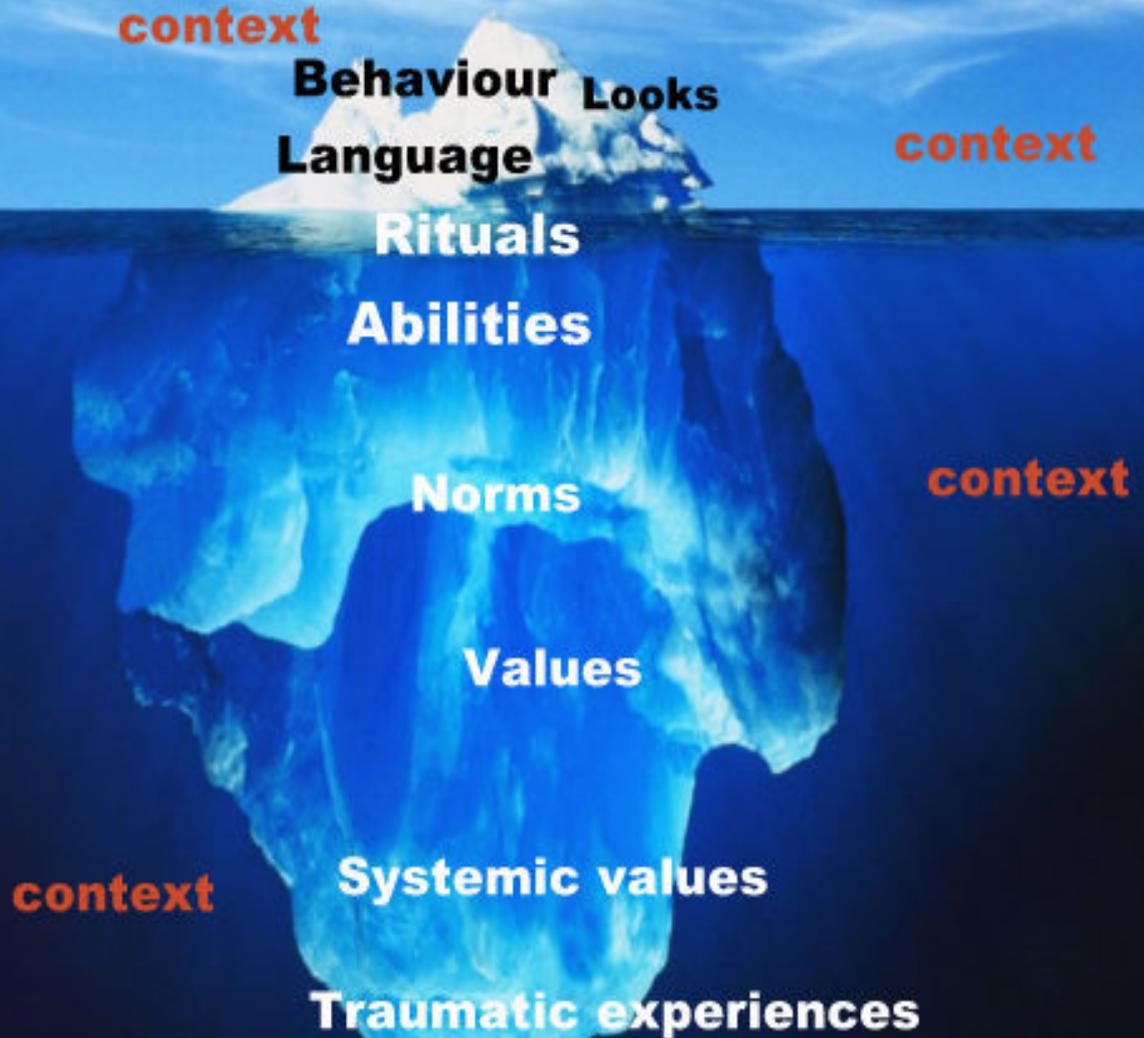
IJ. Stapert

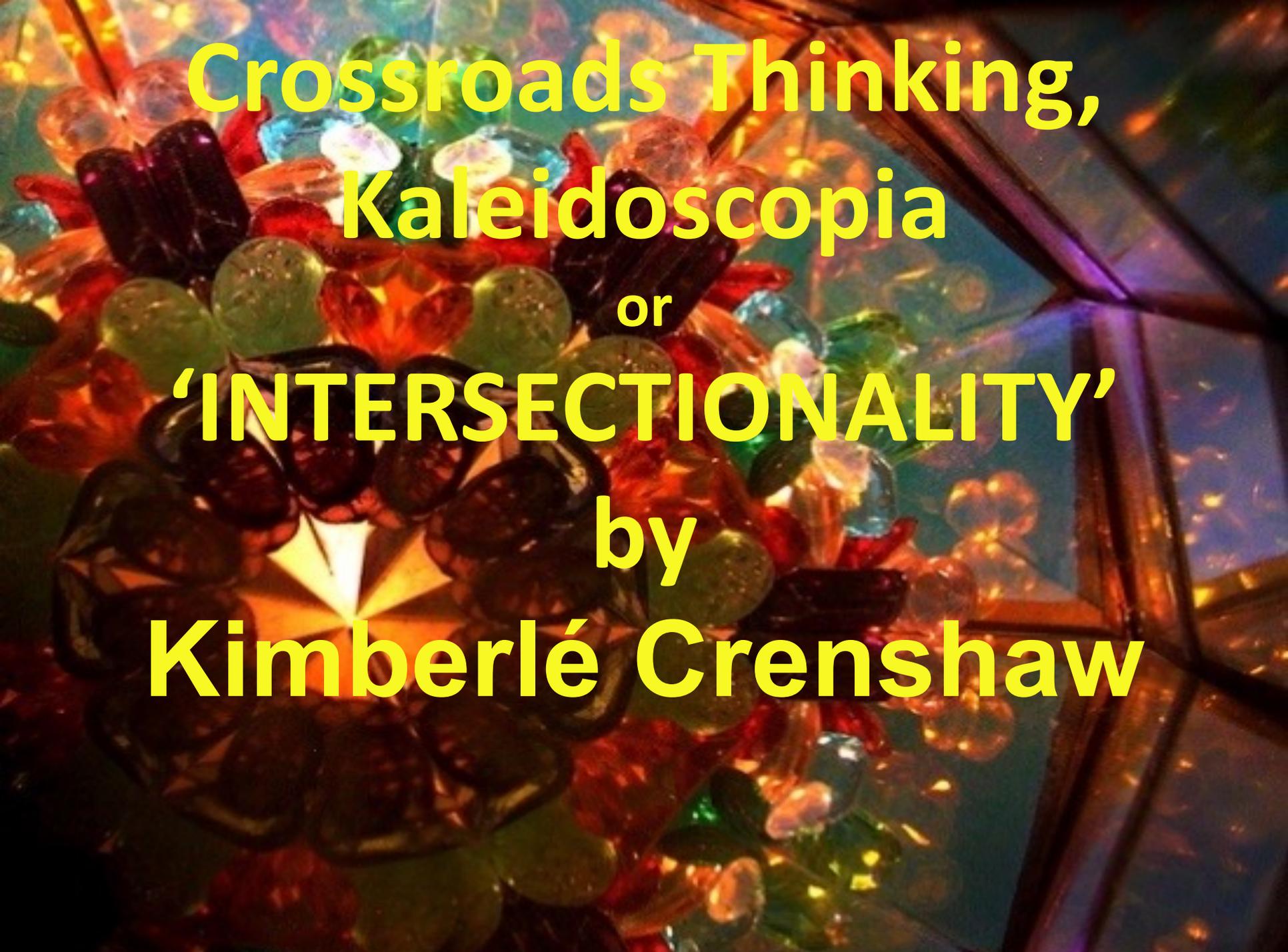


# KNOW YOURSELF NORMALITY + PRIVILEGE



**WE DONT SEE THE WORLD AS  
IT IS, WE SEE IT AS WE ARE**  
Anais Nin





**Crossroads Thinking,  
Kaleidoscopia  
or  
'INTERSECTIONALITY'  
by  
Kimberlé Crenshaw**



# Install on a diverse, inclusive and equal (work)relationship

- Tube ↔ Wide / Including
- Competition ↔ Open/ Equivalent
- Single ↔ Multiple
- Object ↔ Subject (self-disclosure)
- Grab ↔ Touch
- Curious ↔ Facilitate

Know recognize positions, power, privileges.

Clear in direction & contract

# Kimberlé Crenshaw: professor of law, civil rights activist and writer

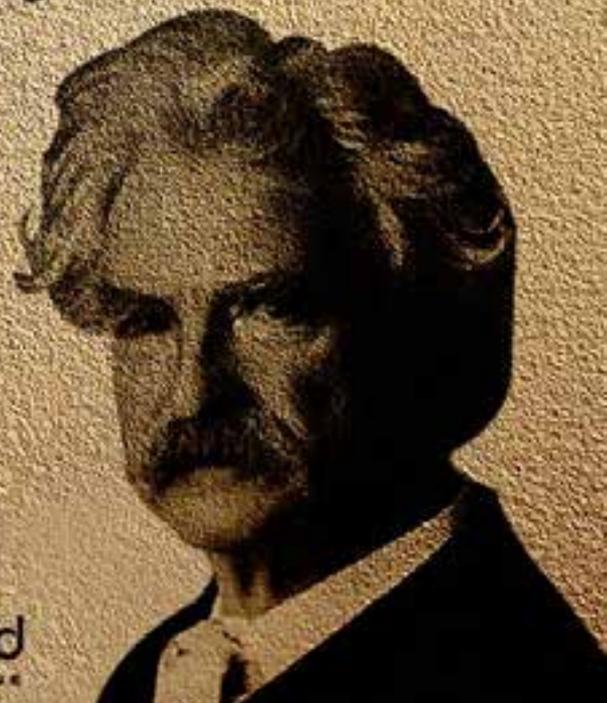
- Intersectionality is a lens through which you can see where power comes and collides, where the parts interact and are intersectional.
- It's not simply that there's a race problem here, a gender problem there, and a class or LGBTQ problem elsewhere.
- It is precisely this intersection, this accumulation, interweaving, in which being marginalized, power and privilege play an essential role.

WHENEVER YOU FIND  
YOURSELF ON THE SIDE OF  
THE **MAJORITY** IT IS TIME  
TO PAUSE AND REFLECT

*Mark Twain*



wake up world  
IT'S TIME TO RISE AND SHINE



(Field)awareness of positions, privileges, language, rituals, direction, normalities, power, opportunities, etc., of fundamental and systematic inequality, exclusion, injustice and marginalizations.

Equality



Equity



Justice



# Gender specific toys, clothing, sound, color, encouragement, language, & The Self: Ego, Id and Personality



**SOMETIMES YOU WANT TO BE A PRINCESS AND DARTH VADER... AT THE SAME TIME**



Maxim Februari: “As a woman I was 'a cool bitch', as a man ‘pleasantly clear’”





heavily armed

**ARRESTED**



unarmed

**MURDERED**



heavily armed

**ARRESTED**



unarmed

**MURDERED**



heavily armed

**ARRESTED**



unarmed

**MURDERED**



heavily armed

**ARRESTED**



unarmed

**MURDERED**



heavily armed

**ARRESTED**



unarmed

**MURDERED**



heavily armed

**ARRESTED**



unarmed

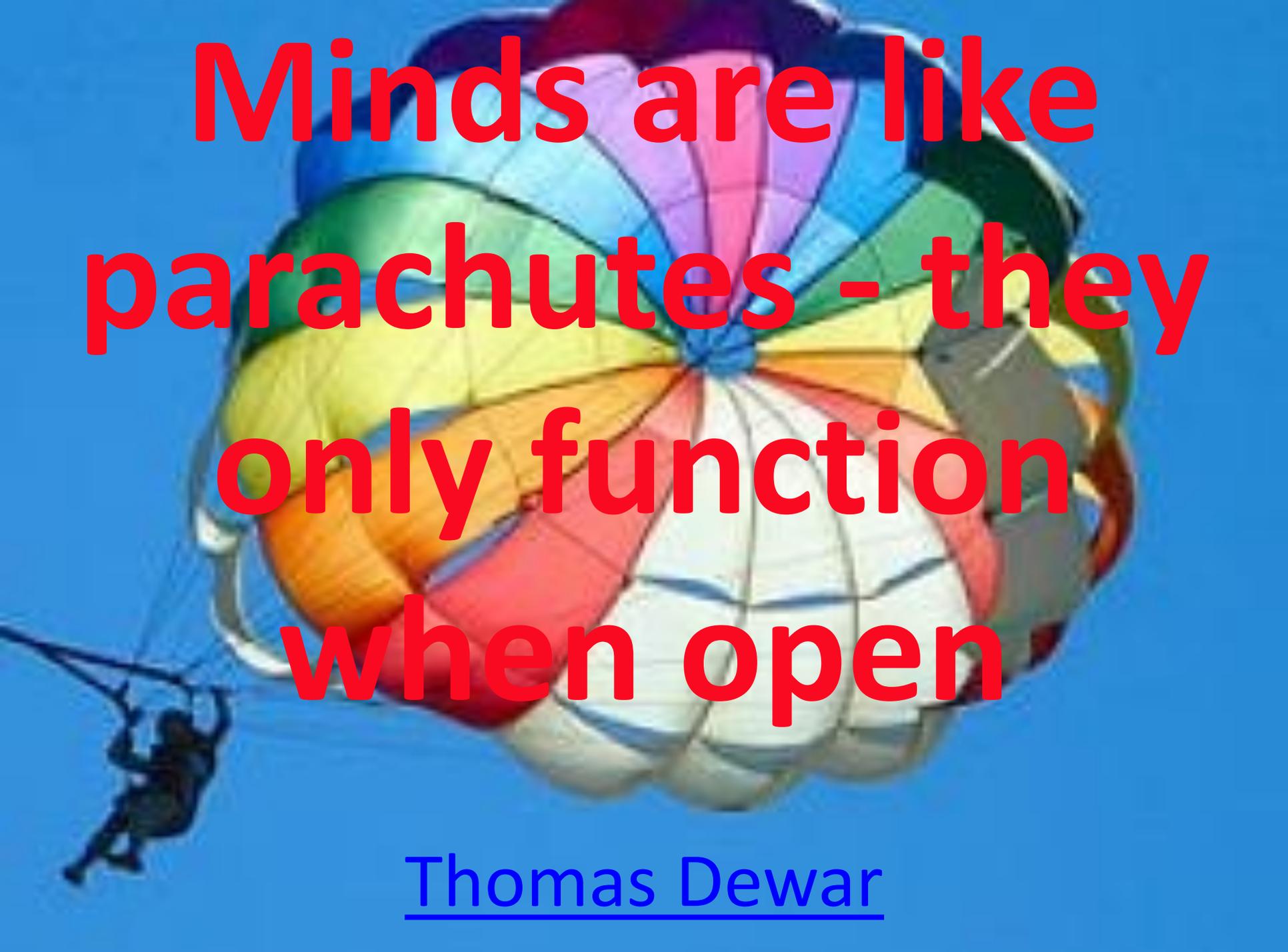
**MURDERED**

# IN BETWEEN SPACE / REFLECTION

Prof. Dr. Halleh Ghorashi



“Just suspend your opinion for a while to make room for the other person's story. As soon as you feel a connection, there will also be room for your story. My idea is to create an ‘in-between space’ where you both temporarily step in, without judgement, opinion or expectation.”

A vibrant, multi-colored parachute is shown in flight against a clear blue sky. The parachute is fully deployed and has a rainbow-like pattern of colors including purple, blue, green, yellow, orange, red, and white. A person is visible hanging from the bottom of the parachute, silhouetted against the sky.

**Minds are like  
parachutes - they  
only function  
when open**

Thomas Dewar