

getting true experience, begin closer to the 'truth'

more peer workers

What makes it easier to work this way?

funders
expectations
at least invite
this
approach

as Callum said it is becoming normalised (BUT still so often inauthentic)

Explicit
agreement
to speak
your mind

everyone's buy-in & commitment to the process

being involved from the very beginning

Client who gets what it implies - or is willing to have time in the programme to explore their understanding and

readiness

Fear of change

Hierarchical leadership people are affraid to disclose (of course)

might not be accepted Lack of thought given to emotional impact of the area of focus

slower decision making

What makes it harder?

powerholders' need to control things

lack of money

insufficient time and resources including time for reflection

power

Being equipped handle

Being "research fatigue" from emotional responses

confidence with this method, proof of concept

not considered credible (am I referring to myself, not the process)

Where do you feel the gap between how you'd like to work and how you actually do?

perceived organisational resistance

time constraints being seen as "too radical" True inclusivity and getting people involved from as early as poss.

In organizations as employee or volunteer

COLLECTIVE



BRAIN POWER

What's one thing you'd like to try but

haven't yet?

Appication to some of the very dry policy discussions I lead that are not in the PEOPLE servie areas

'demanding' mandate, speaking the unspoken more Exploring the shared vulnerability and how that can empower in real terms

It's vulnerable Be actively involved in an action research project with experienced people

<u>ncis.com/special_issues</u>

What gets in the way of genuine power-sharing in your context?

Structures not living systems approach

deadlines -

needing to

to funders

show results

power battle, stakes lack of willingness to change

not seeing the true problem (or problem behind the problem) lack of political will

lack of transparency and paternalistic cultures The failure to put discussions of power in society at the centre of all forms of engagement

Acceptance of

the approach -

to share

are we allowed

proven

What's something you've learned about participatory research that you wish you'd known earlier?

that I should be paid for my expersive just like anyone else

the value of the open nature of it - I'm taking it to useful places

The most impactful participatory work often doesn't end up in journals - it ends up in changed services, policies & communities that feel heard - harder to cite but not less real

That there are so many people doing this (more in Europe than US)

it's the only way of creating responses that answer to real needs