



FINDING BOTH/AND SOLUTIONS TO YOUR COMMUNITY'S HARD QUESTIONS



SPEAKER

- Susan Clark, Author, *Slow Democracy, All Those in Favor*

Sponsored by

M&T Bank

An aerial view of a rural village nestled in a valley. The landscape is characterized by rolling hills with patches of green fields and dense forests. In the center of the village, a prominent white church with a tall, slender steeple stands out. Surrounding the church are various buildings, including a large yellow house with a red roof, a red barn, and several smaller wooden houses. The overall scene depicts a peaceful, traditional rural community.

Finding *Both/And*
Solutions
to Your Community's
Hard Questions

Southern Vermont Economy Project
May 21, 2024

Rediscovering
community,
bringing
decision making
back home

slow democracy

SUSAN CLARK *and* WODEN TEACHOUT

Foreword by FRANK M. BRYAN

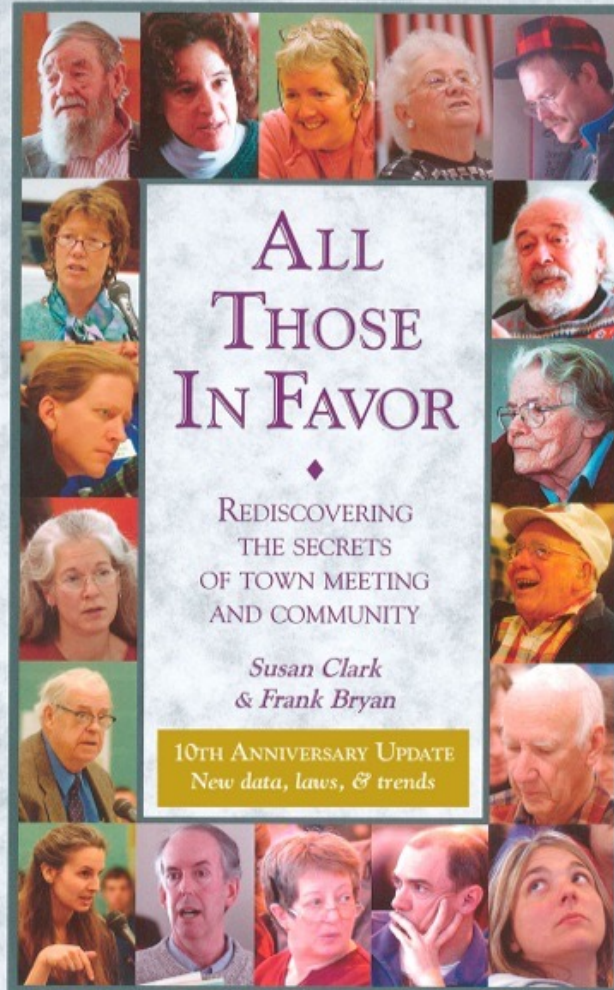


Rediscovering
community,
bringing
decision making
back home

slow democracy

SUSAN CLARK *and* WODEN TEACHOUT

Foreword by FRANK M. BRYAN

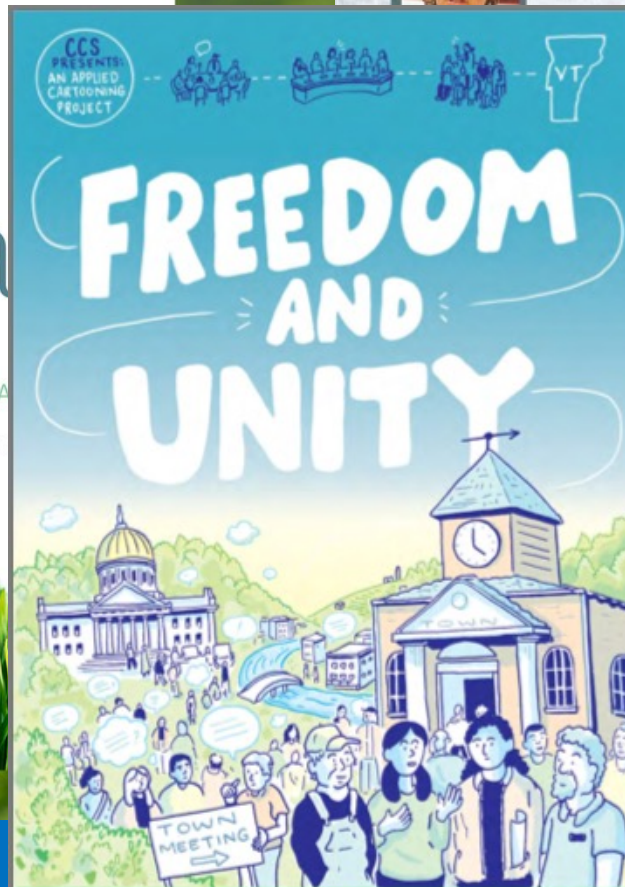


Rediscovering
community,
bringing
decision making
back home

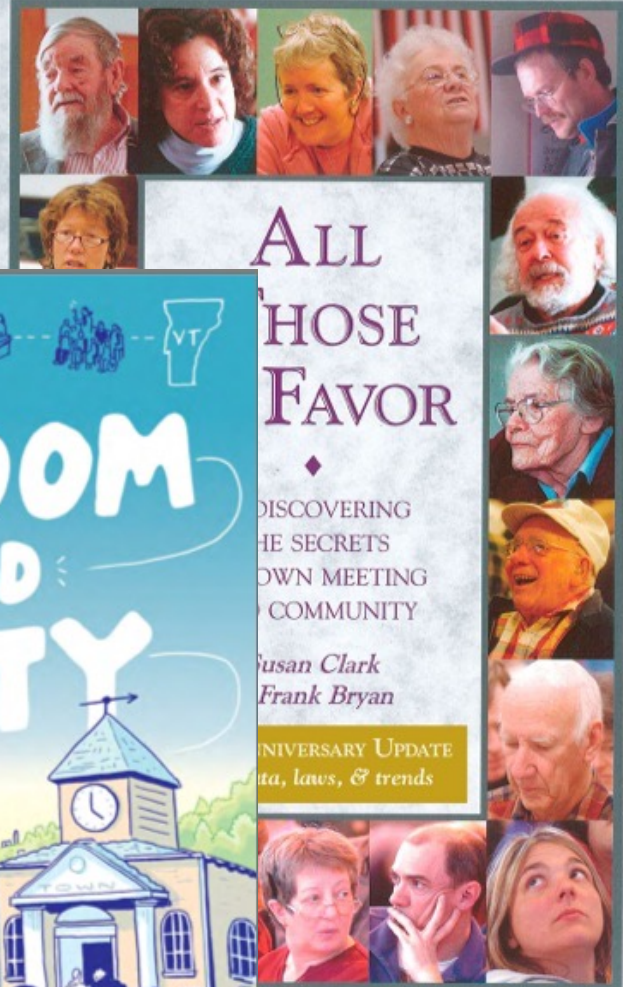
slow democracy

SUSAN CLARK *and* WODEN TEA

Foreword by FRANK



A Graphic Guide to Civics and Democracy in Vermont







SCIENTISTS: EARTH ENDANGERED BY NEW STRAIN OF FACT-RESISTANT HUMANS



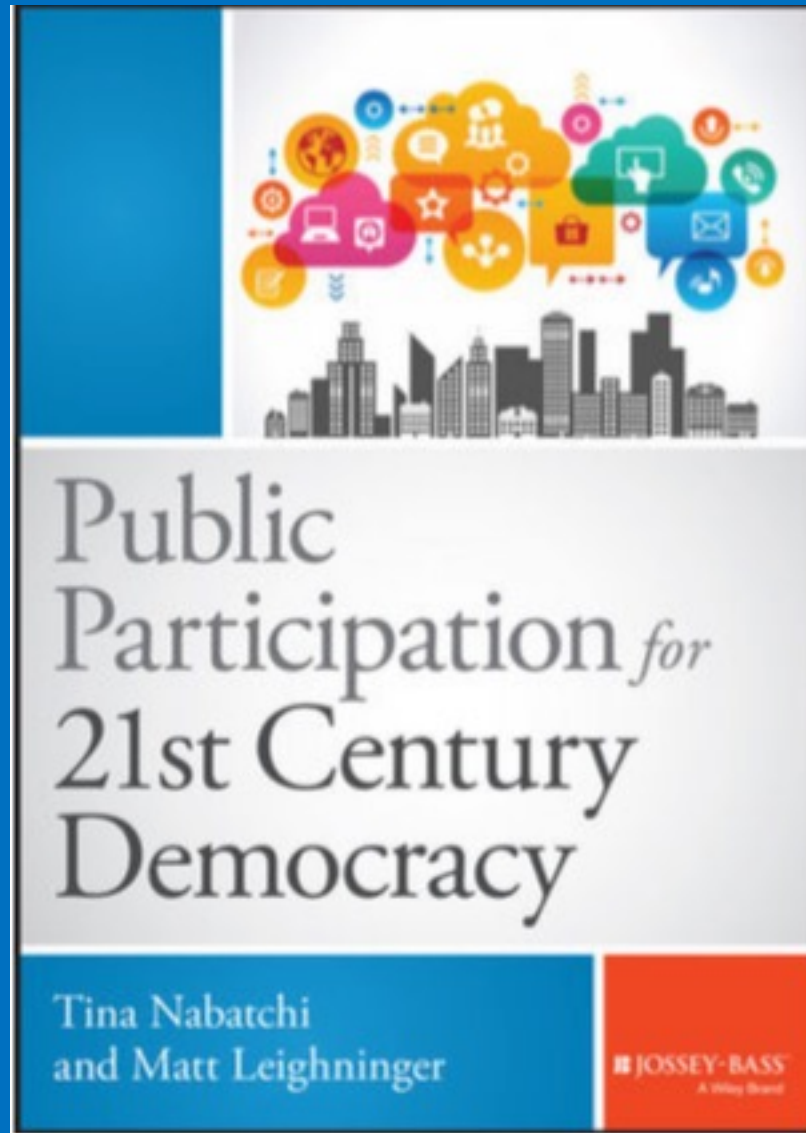
By Andy Borowitz

May 12, 2015



Photograph by NASA Earth Observatory / REX / AP

“Conventional” Participation



“Conventional” Participation

- **“...can be harmful to citizens”**
- Increases sense of powerlessness
- Decreases political interest
- Decreases trust in government
- Decreases public spiritedness
- Damages perceptions of gov’t legitimacy and credibility
- Increases polarization

“Conventional” Participation

- **“...can be harmful to citizens”**
- Increases sense of powerlessness
- Decreases political interest
- Decreases trust in government
- Decreases public spiritedness
- Damages perceptions of gov’t legitimacy and credibility
- Increases polarization
-
- **“...can harm administrators and public officials”**

“Conventional” Participation

- **“...can be harmful to citizens”**
- Increases sense of powerlessness
- Decreases political interest
- Decreases trust in government
- Decreases public spiritedness
- Damages perceptions of gov’t legitimacy and credibility
- Increases polarization
-
- **“...can harm administrators and public officials”**
-
- **“...can harm policy and governance”**

Giant Meteor



— 2024 —

JUST END IT ALREADY



A white book cover with a diagonal slash. The text is in a sans-serif font. The top part of the cover has the title 'The Righteous Mind'. The bottom part has the subtitle 'Why Good People Are Divided by Politics and Religion' and the author's name 'Jonathan Haidt'.

The Righteous
Mind

Why Good People
Are Divided
by Politics and
Religion

Jonathan Haidt

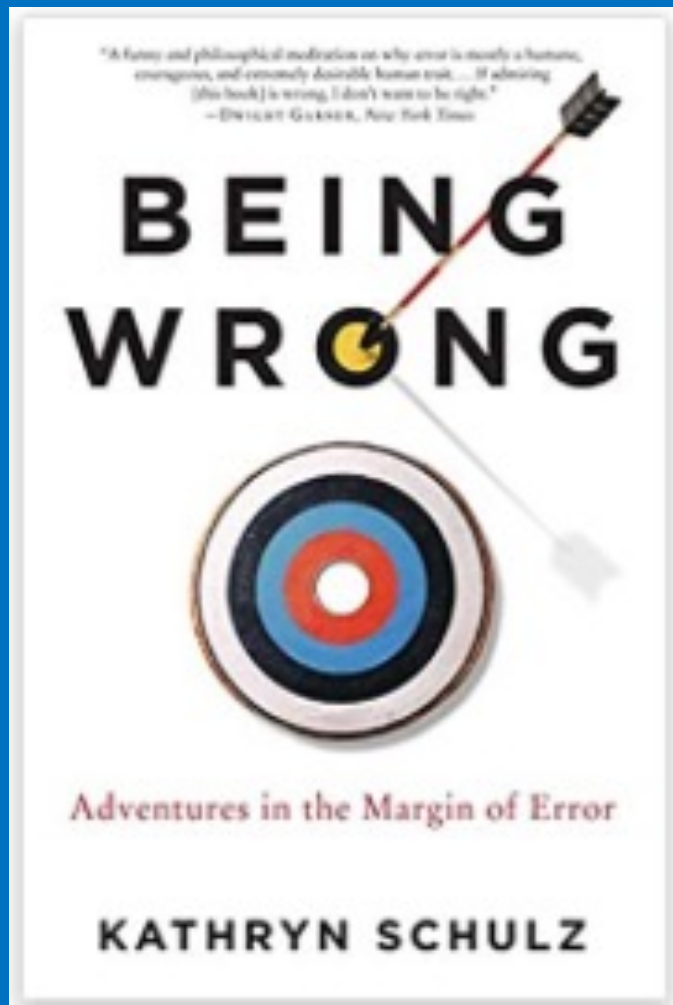
"A funny and philosophical meditation on why error is nearly a human, evergreen, and curiously Aristotle famous trait. ... If admitting (the book) is wrong, I don't want to be right."
—DREW GARDNER, *New York Times*

BEING WRONG

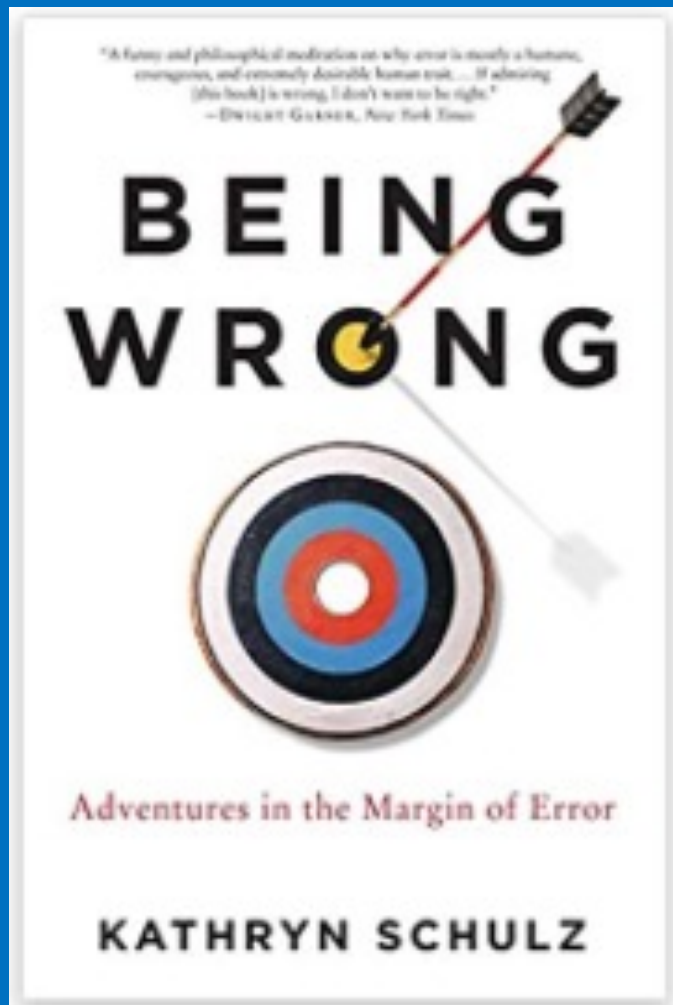


Adventures in the Margin of Error

KATHRYN SCHULZ

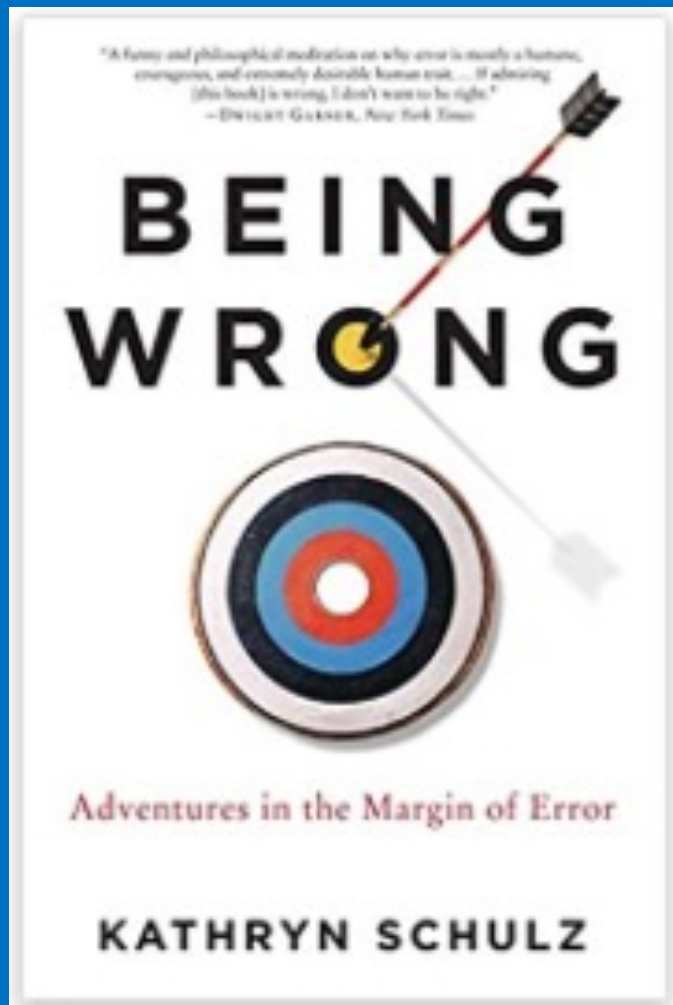


1: Ignorance Assumption



1: Ignorance
Assumption

2: Idiocy Assumption



1: Ignorance
Assumption

2: Idiocy Assumption

3: Evil Assumption





A word cloud shaped like the map of the United States, set against a white background. The words are in various colors (red, yellow, white) and sizes, representing themes related to immigration and politics. The most prominent words include:

- immigration** (large, red, central)
- reform** (large, white, bottom left)
- America** (large, yellow, center)
- illegal** (large, yellow, center)
- life** (large, yellow, center)
- border** (medium, white, bottom left)
- SECURE** (medium, white, bottom left)
- LEGAL** (medium, white, left)
- REFORM** (medium, white, left)
- visa** (medium, white, left)
- LEGAL** (medium, white, left)
- POLITICS** (medium, white, left)
- BORDER** (medium, white, left)
- citizenship** (medium, white, center)
- nations** (medium, white, center)
- UNITE** (medium, red, top left)
- DOCUMENTS** (medium, white, top left)
- NATURALIZATION** (medium, white, top center)
- STATES** (medium, white, center)
- immigrants** (medium, white, right)
- IMMIGRANTS** (medium, white, right)
- PROBLEM** (medium, white, right)
- CITIZENSHIP** (medium, white, right)
- AMERICA** (medium, white, bottom left)
- DEMOCRACY** (medium, white, bottom left)
- politics** (medium, white, bottom left)
- documents** (medium, white, bottom left)
- america** (medium, white, bottom left)
- IMMIGRATION** (medium, white, right)
- NATURALIZATION** (medium, white, right)
- LETTER** (medium, white, right)



Local democracy:
Open ... Secure





NEW YORK TIMES BESTSELLER

THE SUM OF US



WHAT RACISM COSTS EVERYONE
AND HOW WE CAN PROSPER
TOGETHER

HEATHER
MCGHEE



NEW YORK TIMES BESTSELLER

THE SUM OF US



WHAT RACISM COSTS EVERYONE
AND HOW WE CAN PROSPER
TOGETHER

HEATHER
MCGHEE

*Solidarity
Dividend*





TWO
VERMONTS


GEOGRAPHY
AND
IDENTITY,
1865-1910



Paul M. Searls

'Challenging and illuminating.' — Will Hutton

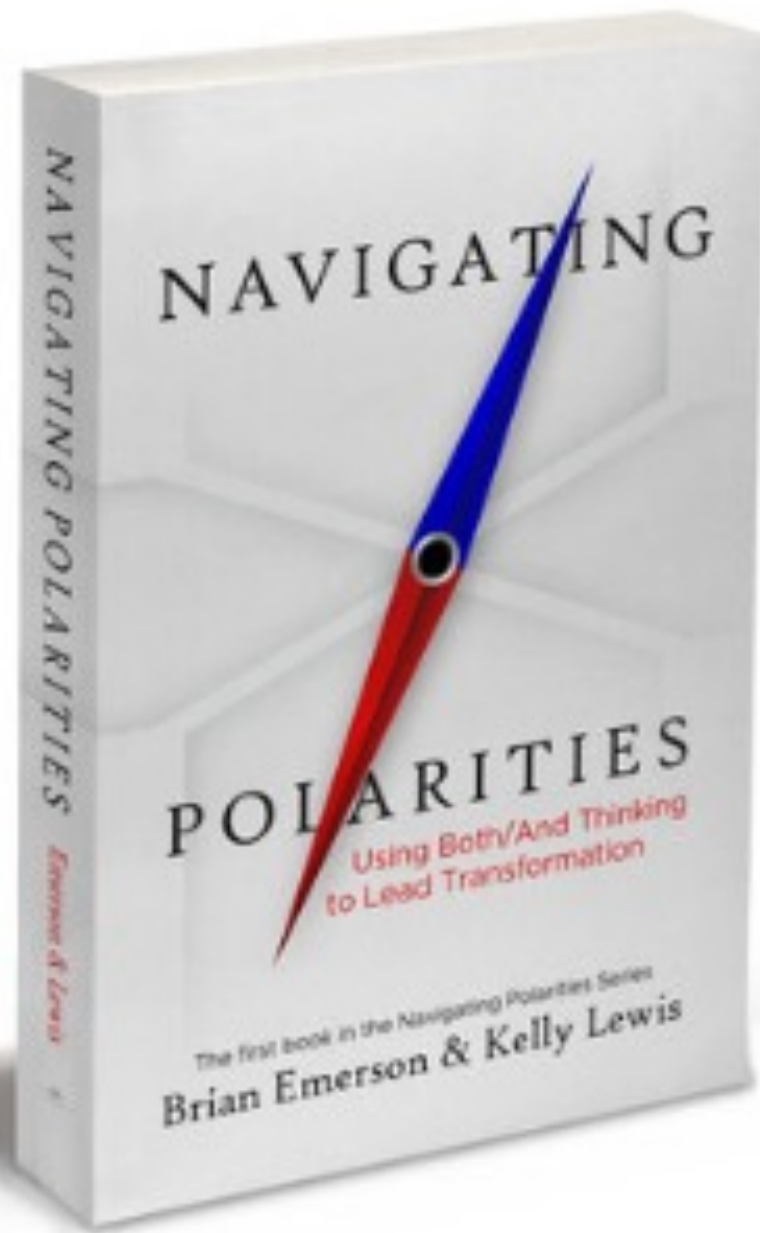
**THE
ROAD
TO
SOMEWHERE**



**THE POPULIST REVOLT
AND THE FUTURE OF POLITICS**

DAVID GOODHART





NAVIGATING

POLARITIES

Using Both/And Thinking
to Lead Transformation

The first book in the Navigating Polarities Series
Brian Emerson & Kelly Lewis

NAVIGATING POLARITIES Emerson & Lewis

Some Common Polarities

Organizational

Structure::Flexibility

Continuity::Change

Localize::Centralize

Short-term::Long-term

Leadership

Participative::Directive

Action::Reflection

Challenge::Support

Confidence::Humility

Candor::Diplomacy

Big picture::Details

Life in general

Work::Rest

Focus on Self::Others

Save::Spend

Reality::Hope

Problem vs. Polarity

Problem

A question or puzzle that needs to be solved

Polarity

A situation in which two interdependent and seemingly contradictory states must be maintained for success over time

Polarities are never “solved.”

Problem vs. Polarity

Problem

A question or puzzle that needs to be solved

Polarity

A situation in which two interdependent and seemingly contradictory states must be maintained for success over time

Benefits of Continuity

Benefits of Change

Overuses of Continuity...

Overuses of Change...

Suffering Paradox:

The Symptoms

- **Taking Sides:**
 - *Wedded to one pole or the other*
- **Othering:**
 - *Creating “the other” (“those people”)*
- **Either/Or:**
 - *Inability to consider Both/And, benefits of both sides*

Benefits of Continuity

Benefits of Change

Overuses of Continuity...

Overuses of Change...

From Either/Or ... to Both-And

| Benefits of Continuity | Benefits of Change |
|----------------------------------|------------------------------|
| | |
| Overuses of Continuity... | Overuses of Change... |
| | |

The Olde Town Hall...

Continuity?
Change ?



Polarities navigation is multi-purpose...



- Lens



- Framing device



- Discussion Tool





NEXT UP: AFTERNOON ROUNDTABLES

- *Disaster and Climate Resilience Funders Roundtable* **Deerfield South**
- *Housing: Ideas and Connections for Action* **Deerfield North**
- *Engaging with Vermont's Data Ecosystem* **Raponda West**
- *Vermont Creative Network Gathering* **Raponda Central**
- *Strengthening Local Leadership* **Raponda South**
- *Legislative Update (TBD)* **Somerset Ballroom (front)**
- *Welcoming New Residents* **Somerset Lobby**



Strengthening Local Leadership *Roundtable*



Sponsored by



THE UNIVERSITY OF VERMONT
LEAHY INSTITUTE
FOR RURAL PARTNERSHIPS