



10. Community Profiling, Networks and Organizational Analysis: Tools to Empower Women and Minority Groups.

Donata Francescato



**DONATA
FRANCESCATO**

She received a Ph'D in Clinical Psychology at the University of Houston, Texas, was an intern at the South shore Mental Health in

Local communities are made up of individuals, families, small groups and organizations which can provide empowering experiences, but also hinder the empowerment of others, especially women and minority groups. The workshop will present two practical tools derived from women's movements and community psychology theorists, who both criticize political ideologies that accept as natural the social dominance of some groups over others.

Community profiling and network building and multidimensional organizational analysis focus on both individual and collective empowerment processes. They increase the capacity to read power dynamics of contexts, seen from different perspectives, and to perceive obstacles and opportunities in each. They enable participants, especially women and minority members, to organize to reach desired personal and social changes.

Community profiling and network building, and multidimensional organizational analysis methodologies will be explained and written material in Spanish and English will be provided to help participants have a general overview of the two methodologies.

During the workshop participants will have the opportunity to directly experience some of the more powerful and often very amusing and creative tools that are used both in community profiling and multidimensional organizational analysis to explore affective and cultural dimensions such as work novels, movie scripts, metaphors, jokes, and individual and communal narratives.

Objectives

- Presenting Community Profiling as a structured participatory action research, that can be used to find out what particular problems and strengths characterize a local community in the eyes of different groups of residents and what are their most desired changes.
- To offer various types of network building to promote desired changes.
- To describe organizations as crucial for personal, relational and collective wellbeing.
- To offer strategies to promote organizational empowerment.
- To present multidimensional Organizational Analysis as a tool to analyse political ideologies that accept social dominance of some groups over others.

Quincy, Mass, where she first learned community psychology and then held a Postdoctoral fellowship at Brandeis University Mass. in small groups dynamics and organizational development. Presently she is professor of community psychology at the University of Rome. She introduced community psychology in Italy by publishing the first textbook in 1977. She founded and coordinated the European Network of Community Psychologists. She has published more than 200 papers and 22 books on community psychology and women's studies, some of which have been translated in French, Spanish, Portuguese and Japanese. She has developed innovative tools to promote individual, small groups, organizational and community empowerment and has given lectures and held international workshops in Austria, Germany, Great Britain, Greece, Indonesia, Portugal, Serbia, and South Africa. She is member of the Editorial Boards of the *Journal of Community and Applied Social Psychology*, the *Global Journal of Community Psychology Practice* and the Italian community psychology review: *Psicologia di Comunità*.

PROGRAMA

1º de junio, 2010

9:30	<ul style="list-style-type: none"> ➤ Introduction, purpose and objectives ➤ Participants' presentation ➤ Local communities ➤ Women and Minority Groups ➤ Empowerment ➤ Two practical tools
10:45	Break
11:00	<ul style="list-style-type: none"> ➤ Community Profiling as a structural participating action research ➤ Eight profiles
13:30	Lunch
14:30	<ul style="list-style-type: none"> ➤ Network building as a strategy to promote changes.
16:00	Break
16:15	Summary and Conclusions
17:00	Workshop ends.

2 de junio, 2010

9:30	<ul style="list-style-type: none"> ➤ Organizational analysis as crucial for wellbeing. ➤ Personal wellbeing: Organizational knowledge and involvement in decision making.
10:45	Break
11:00	<ul style="list-style-type: none"> ➤ Relational wellbeing: Communication and giving voice to marginalized groups. ➤ Collective wellbeing: Awareness of political, economic and social forces. ➤ Strategies to promote organizational empowerment.
13:30	Lunch
14:30	<ul style="list-style-type: none"> ➤ Multidimensional Organizational Analysis, a tool involving people at all hierarchical levels in a specific organization.
16:00	Break
16:15	<ul style="list-style-type: none"> ➤ Summary and Conclusions
17:00	<ul style="list-style-type: none"> ➤ Workshop ends.