




The Role of the Mentor in Disaster Relief

By

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Objectives

- To Define Concepts: Disaster, Conflict Resolution as a Unitary Process
 - To unfold the Role of the Mentor in Disaster Relief
 - To understand Disaster/Disaster Relief as Community/Discommunity Building
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Expectations

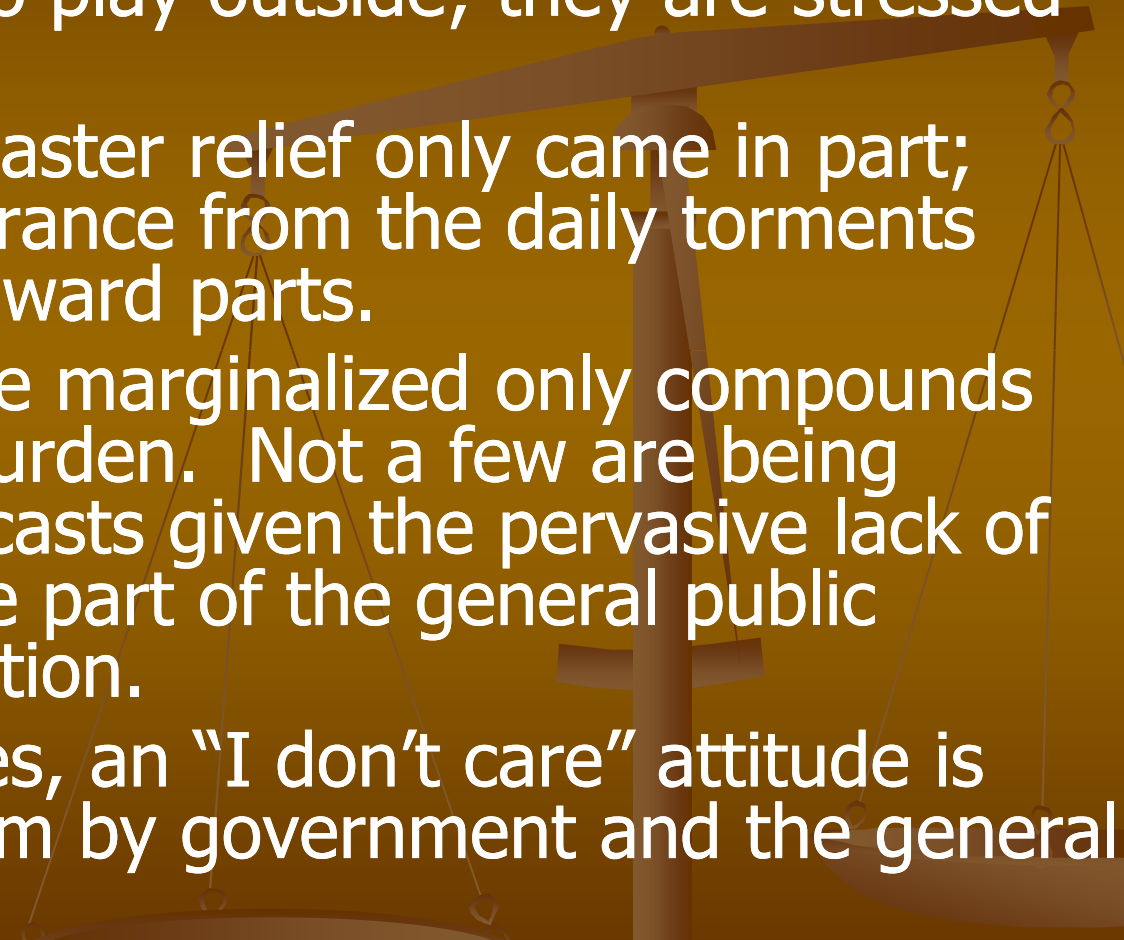


- At the end of this Seminar, you should be able to:
 - Explain Conflict as a Unitary Process
 - Explain what is meant by the World of Disaster/Disaster Relief
 - Explain what is meant by Living Two Lives
 - Explain the Role the Mentor plays in Disaster Relief

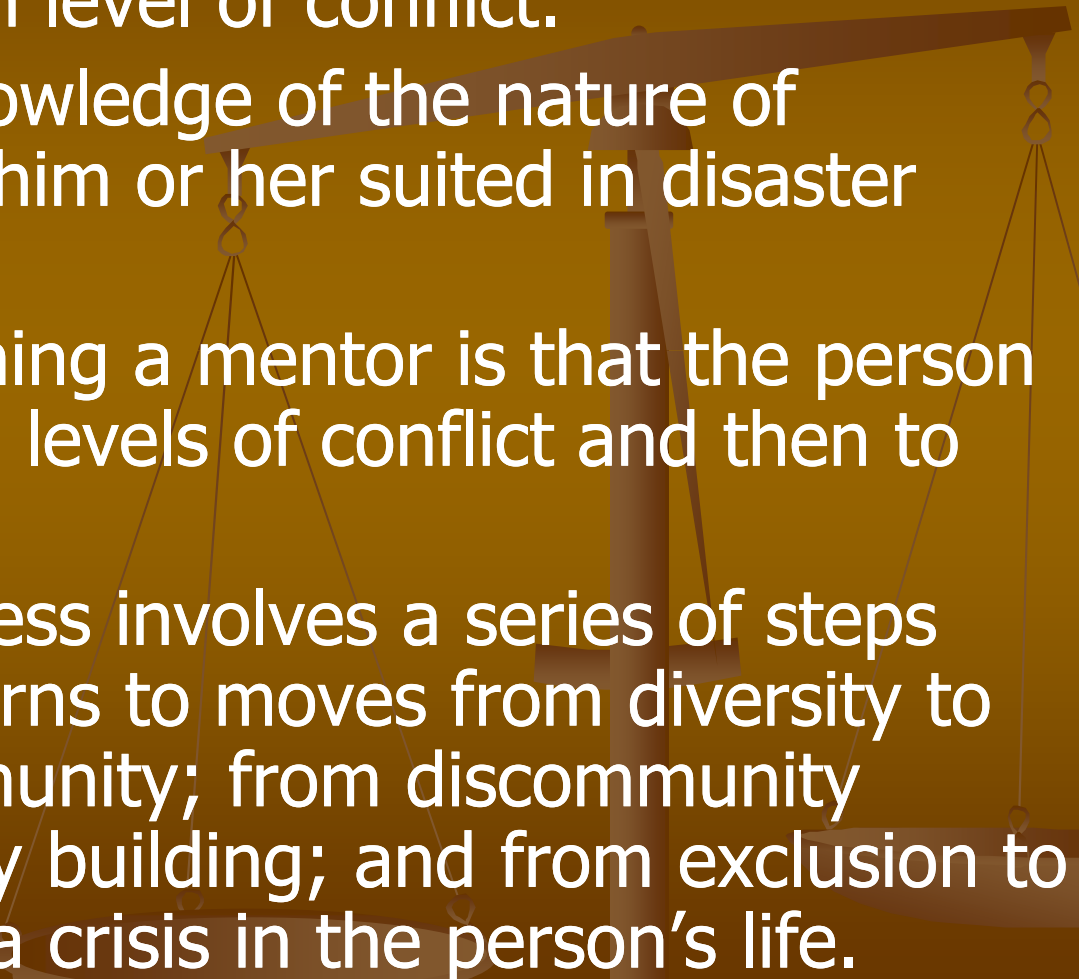
Disaster Defined

- The adversity experienced at the hands of the majority group members against minority group members can best be described as a disaster.
- By disaster is meant tragedy not in the outward sense only; rather tragedy seen first as heartbreak and following the inner conflicting condition, the subsequent outward physical destruction.
- The hurricanes of 2004/2005 did not distinguish between Americans black or white—both lost homes, automobiles, jobs, and some even lost all their worldly possessions.
- They were dependent on others to rescue them from their pitiful state or to bring them *out of disaster*.
- While the physical condition improved for those who suffered at the hand of the hurricanes, their emotional state did not fair as well.

Long Lasting Emotional Scars

- For example, people in New Orleans have been provided new homes (trailers) but they are afraid to allow their children to play outside; they are stressed and very fearful.
 - For these people, disaster relief only came in part; they yet await deliverance from the daily torments experienced in the inward parts.
 - The fact that they are marginalized only compounds the weight of their burden. Not a few are being treated as social outcasts given the pervasive lack of understanding on the part of the general public regarding their condition.
 - In too many instances, an "I don't care" attitude is exhibited toward them by government and the general public alike.
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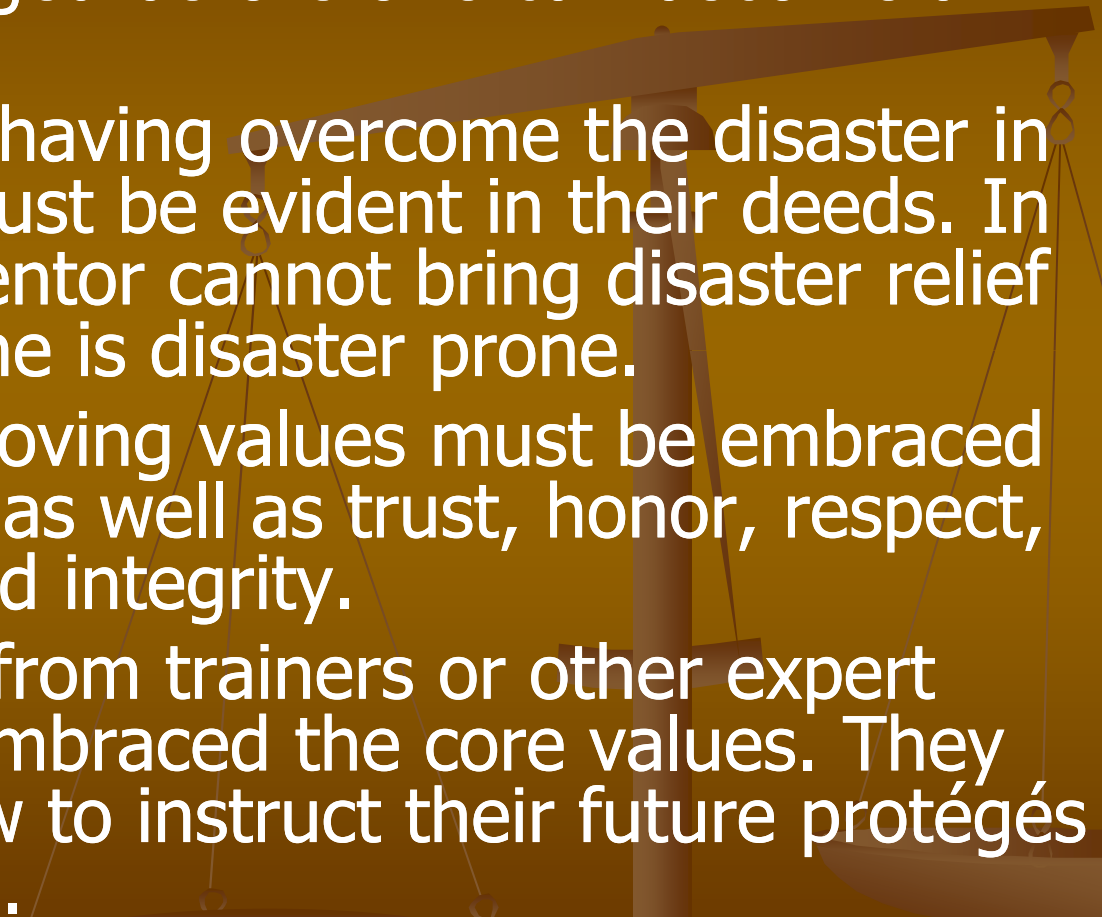
The Mentor's Role in Disaster Relief

- Because individuals face both internal and external disasters (conflicts), the mentor must, in turn, be adept to address each level of conflict.
 - It is the mentor's knowledge of the nature of disasters that makes him or her suited in disaster relief.
 - A prerequisite to becoming a mentor is that the person must experience both levels of conflict and then to overcome each.
 - The overcoming process involves a series of steps where the mentor learns to moves from diversity to unity and on to community; from discommunity building to community building; and from exclusion to inclusion resulting in a crisis in the person's life.
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Community Moment

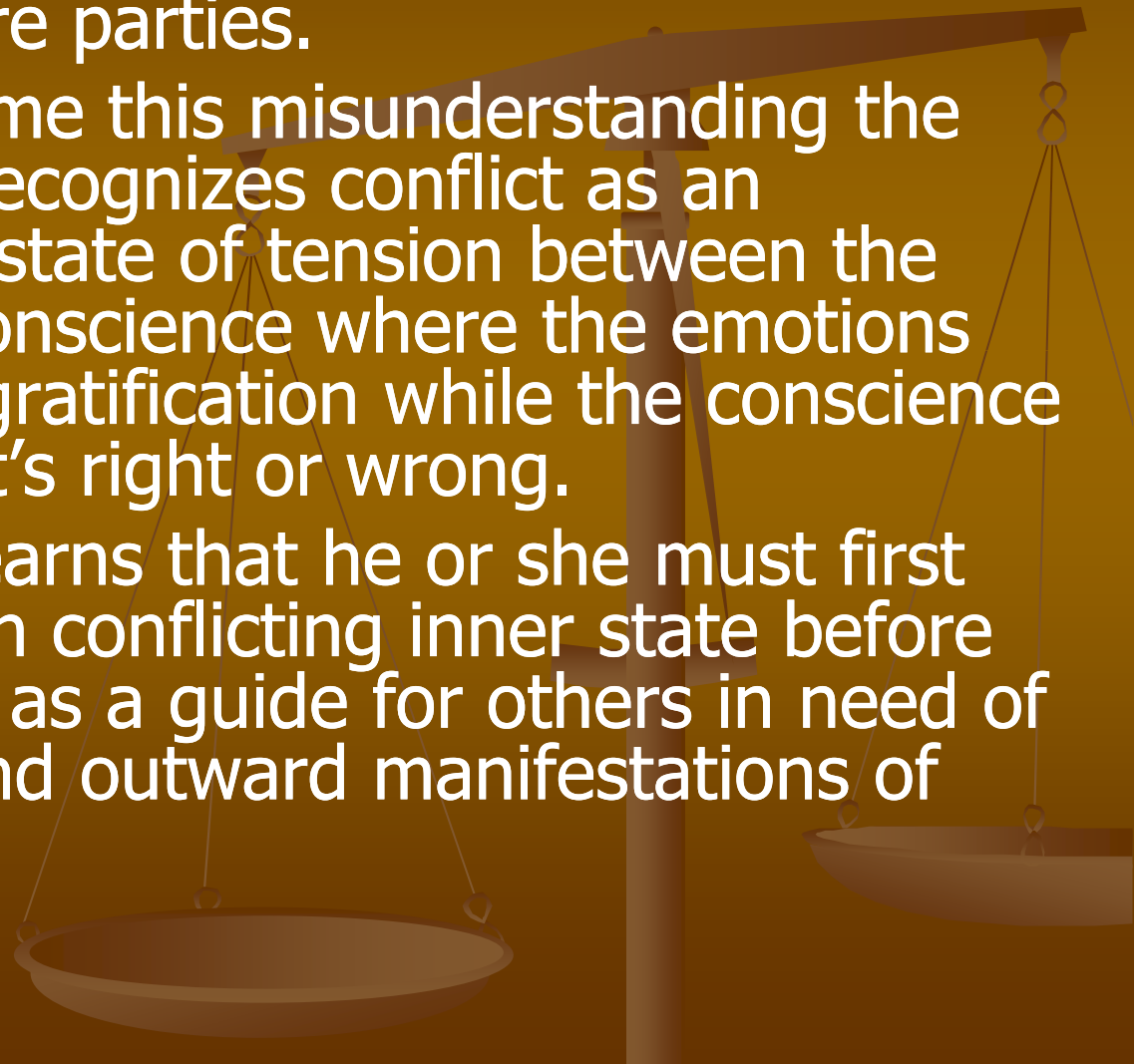
- This “experience born of a genuine heart changed toward those that they have previously thought to be inferior”, is called a *community moment*.
- The *community moment* must be shared in order for the person’s experience to aid in the transformation of others holding similar notions of superiority.
- When the experience is shared with others, a *teachable second* is realized causing some holding notions of superiority to examine their thoughts and their ways.
- The goal is to move the *teachable second* to sustainability. This occurs when it is memorialized in a song, play, movie, book or some other form.

Value Conversion

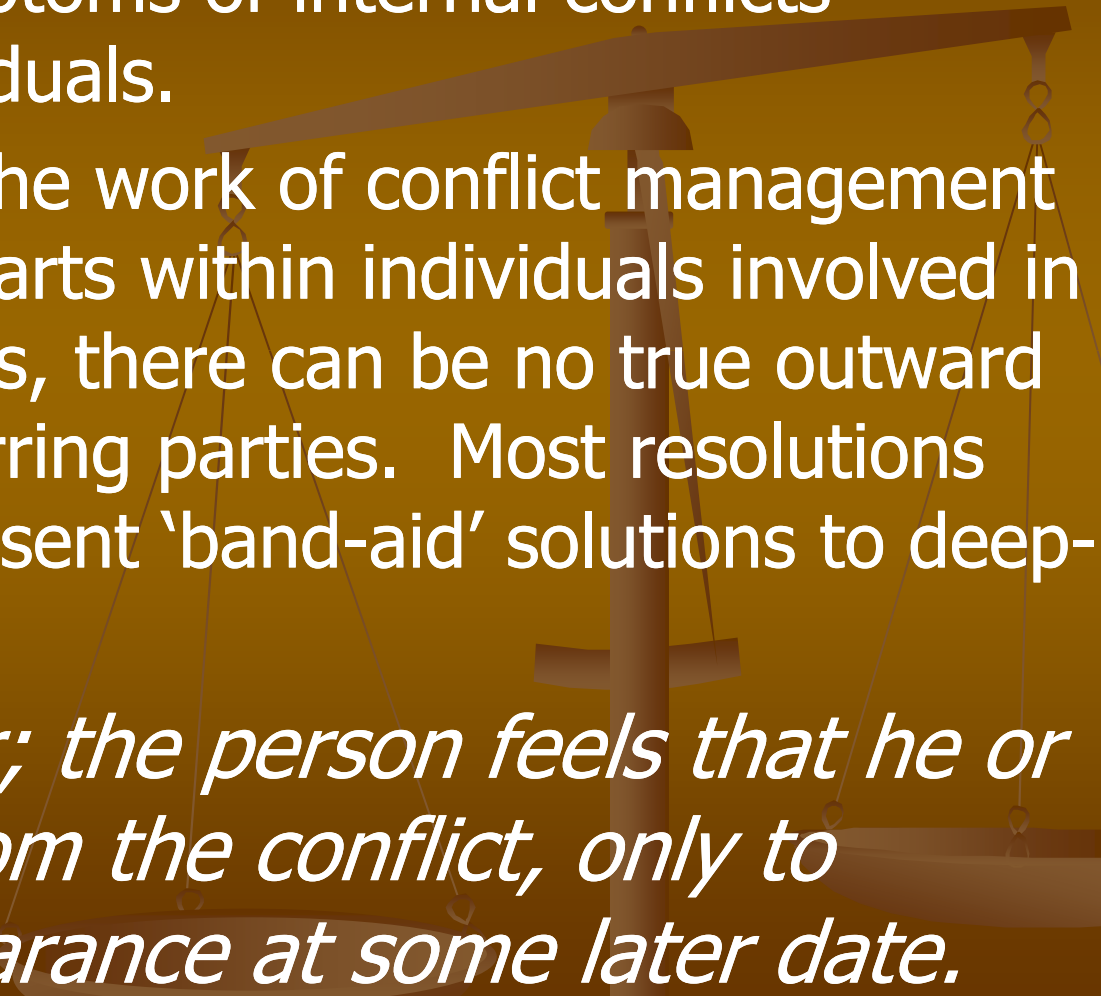
- The chasm between what one says he or she believes or stands for, and their subsequent noncompliant actions must be bridged before one can become a mentor.
 - A mentor's words of having overcome the disaster in his or her own life must be evident in their deeds. In simple terms, the mentor cannot bring disaster relief to another if he or she is disaster prone.
 - Caring, sharing and loving values must be embraced by the mentor-to-be as well as trust, honor, respect, honesty, patience and integrity.
 - Mentors-to-be learn from trainers or other expert mentors who have embraced the core values. They learn particularly how to instruct their future protégés in these same values.
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Paradigm Shift in World View

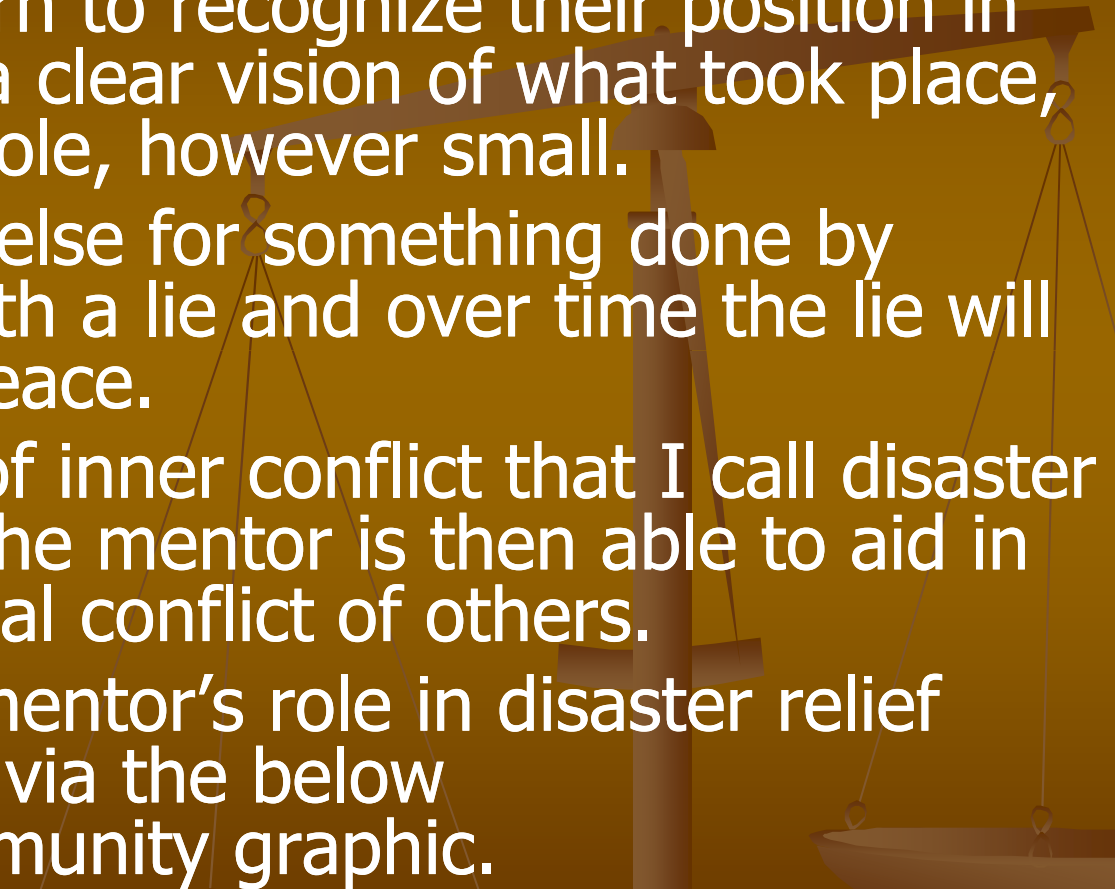
- Prior to overcoming, the mentor-to-be initially views conflict as an outward expression of tension between two or more parties.
- After having overcome this misunderstanding the mentor-to-be now recognizes conflict as an individualized inner state of tension between the emotions and the conscience where the emotions are bent on selfish gratification while the conscience is interested in what's right or wrong.
- The mentor-to-be learns that he or she must first arrest his or her own conflicting inner state before he or she can serve as a guide for others in need of overcoming inner and outward manifestations of conflict.



This is the Disaster!

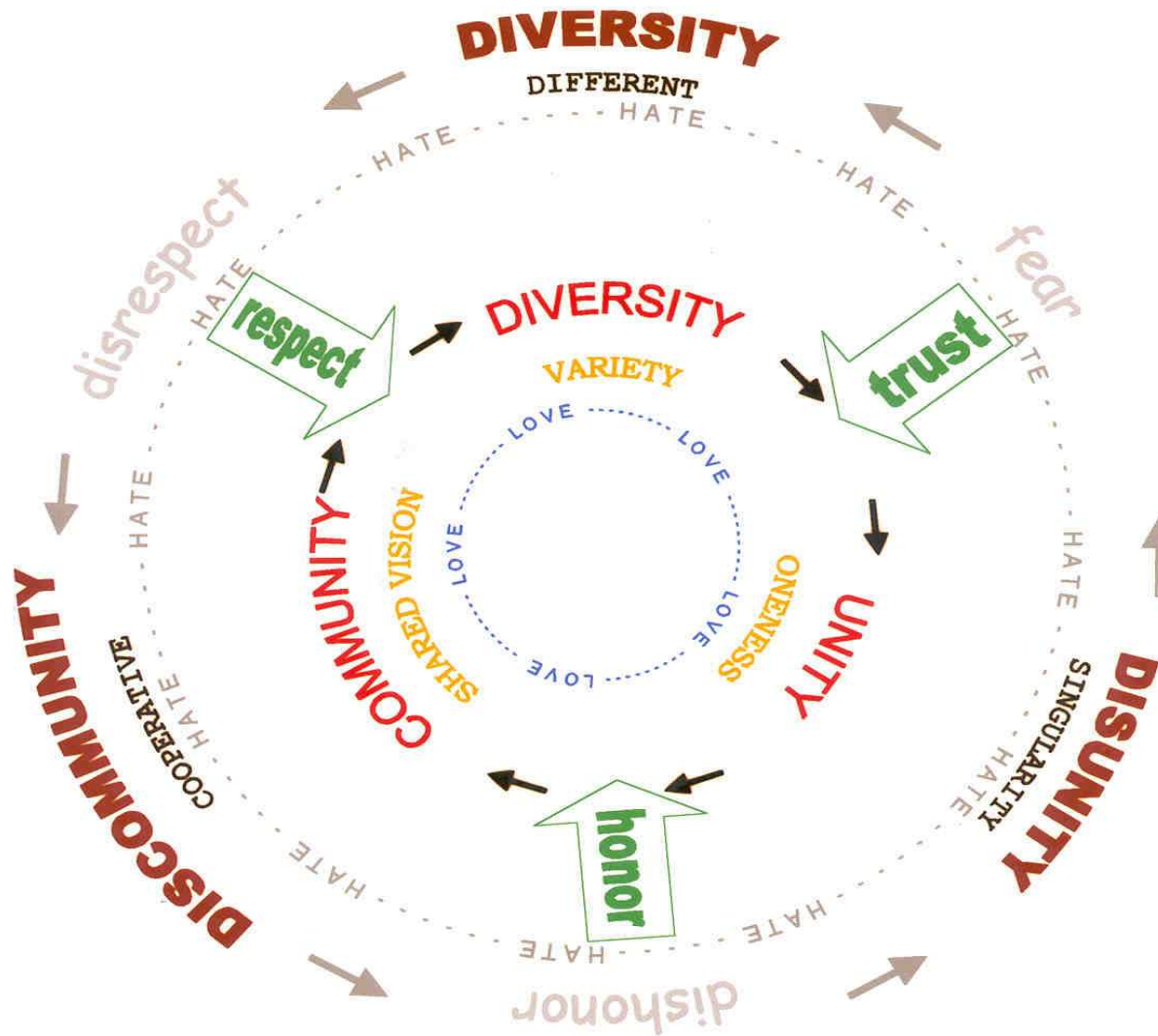
- I posit that the various outward manifestations of disputes are but symptoms of internal conflicts experienced by individuals.
 - To this end, “unless the work of conflict management and peace building starts within individuals involved in various disagreements, there can be no true outward resolution among warring parties. Most resolutions would, at most, represent ‘band-aid’ solutions to deep-seated problems.”
 - *This is the disaster; the person feels that he or she is delivered from the conflict, only to witness its reappearance at some later date.*
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Acknowledging One's Faults

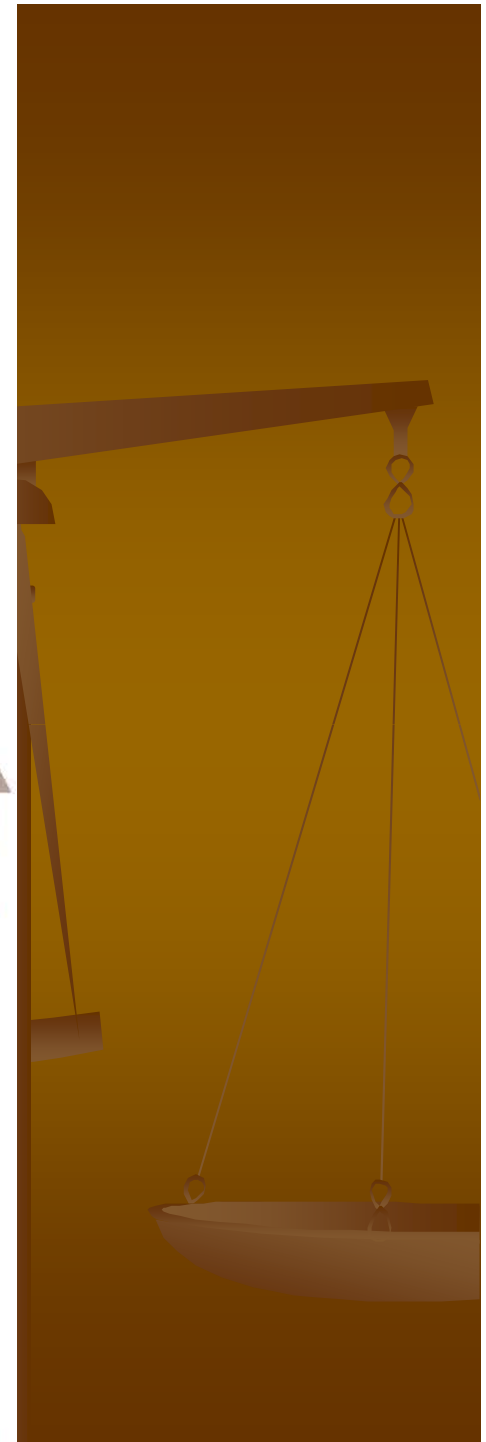
- To arrest the inner state of conflict is to resolve the disaster. That is why it is very important for the mentor-to-be to learn to recognize their position in disputes; and with a clear vision of what took place, acknowledge their role, however small.
 - To blame someone else for something done by another is to live with a lie and over time the lie will rob the person of peace.
 - It is the resolution of inner conflict that I call disaster relief, after which, the mentor is then able to aid in resolving the external conflict of others.
 - I will illustrate the mentor's role in disaster relief (conflict resolution) via the below Community/Discommunity graphic.
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BUILDING THE INCLUSIVE COMMUNITY

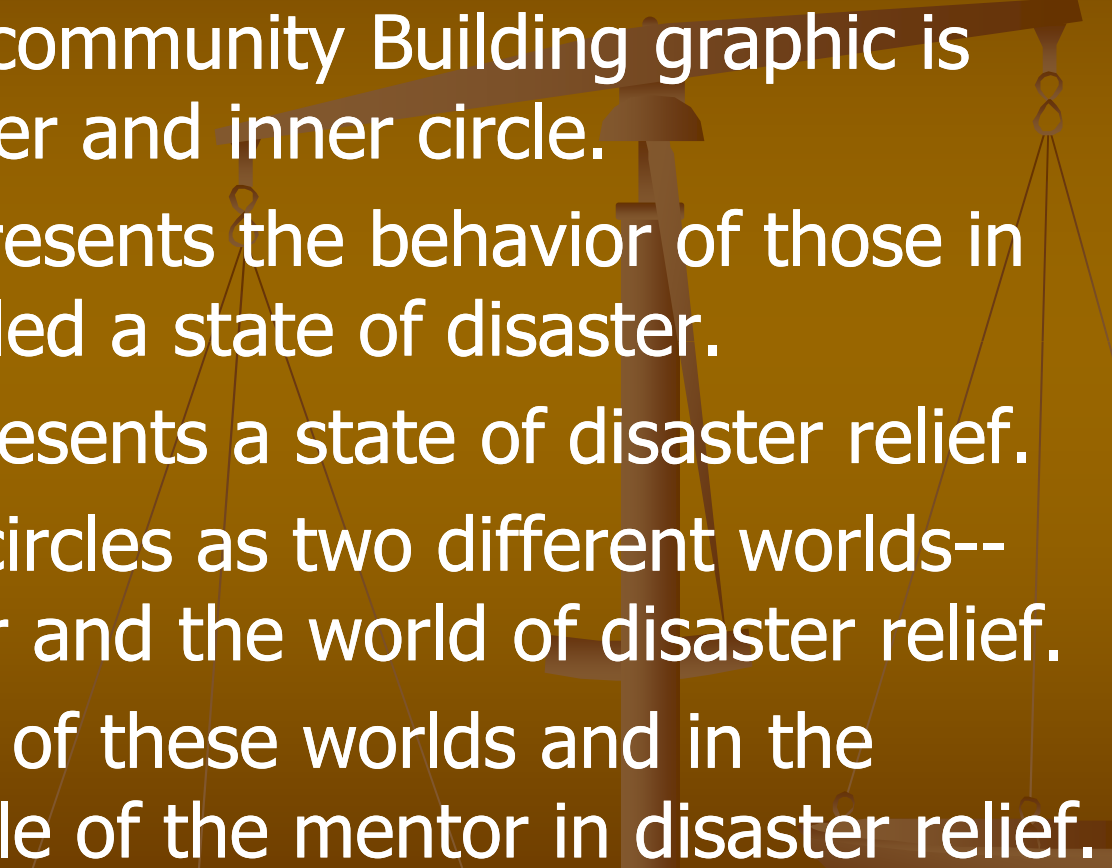
The Discommunity, Definitions, Motivations and Values of Each



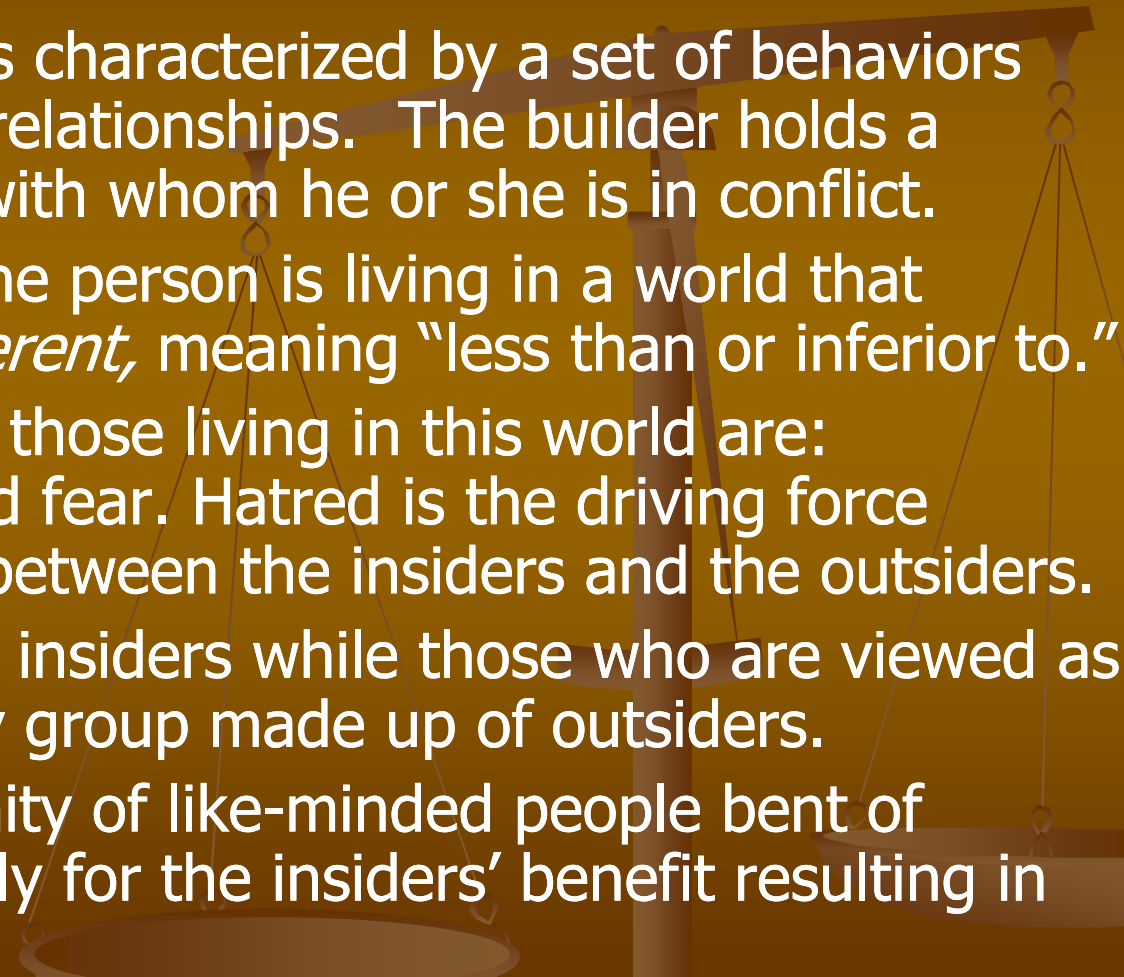
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 7/09



A State of Disaster

- Note: Follow along via graphic in brochure.
 - The Community/Discommunity Building graphic is comprised of an outer and inner circle.
 - The outer circle represents the behavior of those in conflict, which is called a state of disaster.
 - The inner circle represents a state of disaster relief.
 - Think of these two circles as two different worlds-- the world of disaster and the world of disaster relief.
 - I shall explain each of these worlds and in the process show the role of the mentor in disaster relief.
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Discommunity

- When a person is outwardly conflicted, the concomitant condition of discommunity building is present in his or her relationships with others.
 - Discommunity building is characterized by a set of behaviors that foster antagonistic relationships. The builder holds a negative view of those with whom he or she is in conflict.
 - In the above graphic, the person is living in a world that defines Diversity as *different*, meaning “less than or inferior to.”
 - The values espoused by those living in this world are: disrespect, dishonor, and fear. Hatred is the driving force behind the relationship between the insiders and the outsiders.
 - The dominant group are insiders while those who are viewed as different form a minority group made up of outsiders.
 - Insiders form a community of like-minded people bent on building community solely for the insiders’ benefit resulting in Discommunity.
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A State of Disaster Relief

- Persons living in the world of disaster relief defines Diversity as *variety*.
- By variety is meant another part of the whole. In the world of disaster relief, it is understood that each member brings a valued part to the sum of the whole, the whole being the community. The fact that each member's contribution maintains equal value is what characterizes this community as inclusive.
- These values of respect, honor, and trust, and the force of love are what activate disaster relief spoken of in this world.
- The members of this world form a consortium of like-minded people bent of relationship management, inclusion, multicultural appreciation, conflict resolution, and mentoring for the benefit of all resulting in an inclusive community.

Living in Two Worlds



- We witness interaction at levels between those who are committed to the disaster of discommunity and those committed to the disaster relief of inclusive community building.
- The question to be answered is how do those entrapped by disaster come to know or experience disaster relief? Another important question is what is the linkage between these two worlds?
- The role of the mentor is critical is shedding light on answers to both questions. The mentor, among the major attributes of the inward circle, carries out the mission to expand the inclusive community, and is thus the link between the world of disaster (outer circle) and the world of disaster relief (inner circle).

Mentor's Burden

- The mentor serves as a link between these two worlds.
- As a mentor, he or she carries a burden for those in the outer circle or the world of disaster. However, the mentor recognizes that the philosophy of inclusion might be an offense to those who have adopted an exclusive way of life. Thus, in bringing people out of disaster, the mentor must skillfully execute unobtrusive strategies toward community building non-offensive to those in the outward circle.
- The mentor must model equity, fairness, and attempts to create friendships. These unifying strategies would focus less on the members of the outward circle as proponents of disaster but more on the benefits of disaster relief and conflict resolution.
- As these benefits are embraced, disaster relief can begin to take root. Over time and the continued interaction between those in the world of disaster and a mentor, these individuals can begin to consider respect, honor, and trust, caring, sharing, and loving as an alternate way of life, hence the expansion of the inclusive community.