

## Sociocracy in Schools Conference: Empowering Youth in Education



Power and Trauma:  
what we learned  
from 6 years of  
running a school  
with sociocracy

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## About us

### Introduction : highlighting our failures to discover treasures

- La Croisée des Chemins (2014-2020), a democratic school in France
- Challenges in adult empowerment
- What is trauma and what effects in groups ?
- A new approach to the process of building shared power

### 1. The challenge of recruitment and integration

- Some precise shared goals
- Formal definition of roles and responsibilities, mutual commitments in team
- Be clear about personal responsibility in the group

### 2. The challenge of the internal training of members to sociocracy

- The strategy and the constraints
- Some results
- Taking trauma into account in in-house learning : titration

### 3. The challenge of sharing leadership and responsibilities

- Taking into account the diversity of people to hold the frame & support empowerment
- Naming trauma and privilege
- Sharing responsibilities

### Conclusion : Creating a culture of regeneration

1. New skills toward real empowerment in a circle.
2. Trauma have an impact on the group.
3. Organisation can bring resources for co-regulation.
4. Recognize limitations : privileges and deficiencies.

### Ressources

- A book from Peter Levine : *Awakening the tiger*
- A film from Gabor Maté : *The wisdom of trauma*