

HIERARCHY PROBLEMS IN ANTI-AUTHORITARIAN GROUPS

and how to face them

IS NOT ENOUGH TO SAY THAT WE ARE ANTI-AUTHORITARIAN.

Even in Groups that claim to be anti-authoritarian, there are power relations. It is not enough to abolish hierarchies. The power positions in the groups don't develop spontaneously, they are resulting out of years of social construction and conditioning. The struggle against power is an everyday work, of conscience, of care of all.

In a self-managed collective we are all responsible for power situations and relations. Therefore we can act to change them. But that requires the effort of all without exception and the conflicts will come. The motivation to fight power relations have to be shared by all. But of course we are not equal in front of the power. Powers has gender, social class, race, etc.

TYPE OF POWER	EXCESS OF POWER The boss's situations	FIGHT AGAINST POWER what the bosses can do	FIGHT AGAINST POWER what the others can do	COLLECTIVE SOLUTIONS
INITIATIVE Ability to act yourself. To have and to go forward with your ideas	one person or a few have that capacity in the collective. They encourage the group, giving energy. They seem infallible. When they are not there the collective seems lost and dead	To be less demanding, less critic, more tolerant, to trust more or mates, to STOP BELIEVING THAT WITHOUT YOU THINGS WILL BE DONE WRONG (they will just be different), not hiding you mistakes, TO GET A LITTLE BEHIND , not to systematically throw yourself on the first responsibility, to leave the group a little.	take self confidence, be brave, take risks, do not let yourself be carried away by the energy of others, do not be afraid TO MAKE MISTAKES , errors, assume that you are you (and you do things as you do things). TRY TO EXPLAIN how you ARE FEELING and what you NEED , ask, investigate	create a trusting context where ATTEMPTS, FAULTS, ERRORS, WEAKNESSES ARE ACCEPTED Identify collectively the pending tasks, clearly formulate who does each to avoid tasks accumulation
INFORMATION One of the essential tools to take initiative	when a person or a few in the group has access to all important information. THE PERSON BECOMES A REFERENT without them the rest can not speak make decisions	TRANSMIT THIS INFORMATION TO OTHER PEOPLE of the group in the best possible way, speaking but mostly writing to make them accessible to all	take ownership of the information actively . Look for it (do not wait till the others decide to give it to you). Take RESPONSIBILITY for tasks.	create and make visible and dynamic the collective tools : panels, wikis, games, calendars, agendas...
SKILLS-TOOLS Technical or manual skills are other necessary tools to take initiative	when one or few persons have the necessary skills. Such as cooking, writing a text, making a poster, seeking in public... THE PEOPLE BECOME INDISPENSABLE SPECIALISTS	share your knowledge as soon as possible, be available for that, GET ON THE LEVEL OF OTHERS , do not despise them, or send them to the shit when they ask you something, do not doubt always the truthfulness of all the information that is not given by yourself	curiosity is there... people want to acquire other skills than the ones that they have. People want to learn. To REQUEST THE TRANSMISSION OF KNOWLEDGE .	FORMALIZE AND GENERALIZE THE EXCHANGES OF KNOWLEDGE in the life of the collective. For example for every technical task there is someone how knows and a newbie.
PRESENCE Physical presence in the moments of collective adventure	one or a few people are always present they are the ones who have seen and lived the collective adventures (assemblies, actions): THEY KNOW AND HANDLE THE DETAILS . These are part of the collective more than anyone	have holidays, ARRIVE LATE, DON'T GO... remember that you have other things to do, other things in the world besides this project...	START DOING THINGS WITHOUT the bosses	remember that THE RHYTHM OF THE COLLECTIVE MUST BE ACCESSIBLE TO ALL Make visible that not everyone has the same availability or are not the same, respect that and care of people
THE SPEECH The ability to express to manifest yourself to get ahead	when a person TALKS A LOT , with long interventions, LISTENS A LITTLE, OFTEN CUTS off the word...	what you can do to change your behavior is LEARNING TO SHUT UP, TO LISTEN, TO LEAVE SILENCES BEFORE TALKING in assemblies, to not panic with silence or slow assemblies (they will get better). Avoid to listen to yourself...	LEARN... TO TAKE THE FLOOR. To defend yourself when they cut you. To speak when there are silence, to tell what you need	built a context in which those who have difficulties in expressing THEMSELVES FEEL HEARD, RESPECTED, TAKEN INTO ACCOUNT, SUPPORTED . You can also experiment with more egalitarian systems (word shift, a lemon)
COORDINATION Global vision of the collective processes and priorities	when a person or a few people always are responsible for RE-EXPLAINING the important dates FORMULATING THE OBJECTIVES, REFOCUSING THE DEBATES	do not appropriate the role... and TAKE CARE OF SHARING that global vision of the situation	ask, investigate, put effort, NOT JUST FIT INTO THE ROLE OF THE EXECUTOR (thats to comfortable)	ON MODERATOR PER ASSEMBLY . That role is rotating so that its not always the same person. One person protocols, agenda of next meeting..

WHAT IT'S NOT SAID IN THIS PANEL:

This panel was made based on implicit principles that deserve to be developed we do not want bosses in our groups it seems obvious but its not to everyone. Some think that there are natural talents (gifts, cultural, age, experience...) to dynamize a group, make it more effective, take it better towards the revolution, happiness...



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