9 June 2020 – Anonymous feedback written on a collaborative writing pad, initiated by and for the HDK-Valand participants.

What were your intentions for joining TTTT and what were your expectations?

➔ I hoped to re-understand my position within the university.

➔ Joining TTT felt like one of those things where we would be changing the world. I know it's a bit ambitious to think that, but it felt like we could try. I wanted to influence the design education system in the radical way that TTTT was offering. I wasn't even sure how, but I thought we would be a team that would create different ways of engaging with being left out for whatever reason that would be.

➔ Meeting and exchanging with people from anti-discrimination activism and / or experience in diversity work and emancipatory pedagogies.

➔ A space / platform for advocacy within the university, hands-on dismantling of white-supremacist, capitalist patriarchy and oppression.

➔ My intentions were to learn more about feminist and critical pedagogies and collective methods, and find a space to exchange critical thinking and discuss openly with a group of people all the things that the TTTT open call said. I also expected to use experimental artistic formats, and artistic tools.

➔ I intended to go on a journey with a group of people who would become collaborators. A journey that included a deep dive into radical feminist pedagogy and a chance to be both introduced to tools and more excitedly to develop, experiment with, tools for the classroom. Practical actions that could be used as a starting point for transforming the classroom. This project was also intended to be a bridge to Valand. And a bridge to a bigger network concerned with these issues within the EU. It was a seeking out for a place to deepen my own sense of responsibility and agency to work against patriarchal and white knowledge production factories. Foremost, I intended to change the teaching practice.

➔ To find new collaborations and strengthen the community around intersectional pedagogy. To explore new ways of working with pressing issues that needs to be addressed in our institutions. To claim space and time, so these questions become visible. To create a shared platform for strategies around intersectional pedagogies for others to use and develop further.

➔ a space where certain things don't need to be discussed and started at zero ("feminist, de-colonial, intersectional politics"), where there is a consensus and shared commitment to dismantle oppressive power dynamics also within the group, sharing of power and responsibility, based also on self-initiative, and intrinsic motivation (not trying to fulfil Erasmus requirements for the sake of it)

➔ I joined TTTT because I wanted to find out methods to not perpetuate violent behaviour that I was seeing in Educational Systems. Find out if there were practical methods that I could use within the given systems. To hopefully challenge the edges of my expectations of what education is, or at least question it. With the possibility that I would not have to go off and create my own educational system to get away from this negative structures

➔ I thought of TTTT as a space to create experiences, insights, develop methods of organising ourselves, strategies and tools that can be shared with others. I never thought of it as a smooth and easy space of consensus, but one where we are able to develop enough trust to reflect together on our mistakes and learn from them. To articulate this process is precious – for us and for others.

➔ What were your intentions for joining TTTT? I intended to enter into an unknown. Into an unknown space, an unknown way of working, and an unknown group of people. I did not know what it was, but it contained a bell hooks' book in the title, in the very title of the project, and I really like that book and her writing.

➔ What were your expectations?-To be part of a group doing art and activism. And be part of a sort of political community within the art world. I had read a lot about the "let's organize" (not sure exactly what it was called) workshop that had taken place at Valand some years before, and thought I really wanted to be part of something similar.

➔ My intention for joiningTTTT was to find collectively ways to deal with my disenchantment with the art school. Perhaps I just lost touch with art, and see the art school as an extension of the industry of culture, obsessed with deliverables and certain ways of doing. Expertise is an important aspect of quality, but quality is not necessarily the same as expertise, but in art schools this remains very present.

➔ My other expectation in relation to TTTT was how the art school can be a space for a different kind of production. A place to spend time finding other ways that do not lead us to normativity and social reproduction, that is looking for complexity and discovery and not only for what will work. I also appreciate being with a group that I can say "this is me, my tribe, my alliance", even if to discover what an illusion that is. To be in commitment to a feminist cause is an important way for me to connect to reality, and I seek that belonging.

How has it been feeling for you?

➔ Busy!

➔ academic

➔ hypocritical
(Dictionary hypocritical: "behaving in a way that suggests one has higher standards or more noble beliefs than is the case. Pretence of having virtues, beliefs, principles, etc., that one does not actually possess")

➔ exhausting

➔ Confusing. I think I spent half the time being quiet because I was trying to figure things out, but I do all of that in my head. I realise that the white feminist voice is sooooo present that it has become a silencing (and frustration) tool for those who do not identify with it.

➔ Scared to risk

➔ Disappointing. It feels like there is a task we need to complete, and we need to keep chasing for this deadline we are not sure of.

➔ frustrating

➔ paternalistic

➔ In some occasions I felt uncomfortable, and I did not understand what was going on. A lot of assumptions were taken for granted, so I felt I was not following the group dynamics. I felt dumb.

➔ Like a lovely crew (especially / mostly in informal situations)

➔ Inspiring, hard, challenging, uncomfortable at times

➔ Hard, exhausting, and difficult to keep inside time constraints while juggling multiple level tasks at once.

➔ Overwhelming when together

➔ Like we skipped 10 steps at the beginning (the transition from the Brussels week into working on outputs in small working groups, somehow there was important basic conversation missing, I think)

- → hierarchical

- → It has felt hectic with the possibility of hidden agendas that I don't understand.

- → An unclear busyness

- → It has felt really unclear. I tend to get deflated quickly, and it can be at times a bit overwhelming. I also agree with the hidden agendas point previously mentioned.

- → Safer in the Gothenburg group but nervous in the wider group

- → Inspiring

- → Energizing

- → Like a gift, that such a space has been created.

- → There are many levels here.

- → Timewise, it has been challenging and often stressful. But I try to regain my motivation by remembering how the 'good doer' always needs to invest more, like any growing thing, it simply takes more time to grow than to decay or destroy. Accepting that helps me refocus on my desire to meet collectively and to form, to discover, a new collectivity. For me, the most important aspect of this collective unfold is the element of surprise that comes with plurality, how one does not have to be responsible for something that is collectively shared. This is important for me at an emotional level, teaches me to be more patient, teaches me to accept the turn things take (even if they fail) as a process, not something that defines me.

- → The project has been fantastic to me because I have been able to see it as learning - even the challenges, the misunderstandings and the frustrations. I am finding learning all the time; learning in terms of the tools we are crafting, but mostly the ethical aspect, how to proceed in relation to others and myself in a way that shows in what we do.

- → How has it been feeling for you? Nervous. Love. Altruistic. A lot to learn, both about working with research collaborative. And to generate group work and group dynamic through crisis-friction conflict, conflict-as-a-productive-tool. I feel brave, and I feel I'm growing in to a new role, in relation to others in one of the research groups I'm in. In relation to the other one I am in I feel bit ashamed, that I did not have enough time and did not put in enough effort in the beginning and I never quite got on board that ship, I watched it sail of, and I see they are making good work. But I also feel hope, and trust to wards this thing that did not turn out exactly according to plan, and hopefully there is honesty in relation to each other.

➔ And also I realize now that it is the same time as Corona, so I think the zoom-working method is the method we have developed. After Corona, nothing will be the same. I think a lot about the shock doctrine by Naomi Klein, How neoliberal forces move in and take over things when we are in shock, in crisis. Greta Thunberg will start making commercials: "Zoom-good for the environment, good for your company's efficiency." But I'm like: "Dude, where did I park, my body?"

What do you think is working?

➔ the production of outputs
➔ organizing this week
➔ the projects in the small groups
➔ I am learning so much!
➔ call outs for times like this exact exercise
➔ more focused, smaller group work
➔ check in and check out method
➔ that suggestions are welcomed and taken up by the group • I've had very inspiring conversations and discussions that has challenged my earlier understanding about specific issues. • Being organised. Especially with making this week happen. • Constant communication
➔ To be able to have time to dig deeper and focus on specific areas of interests and discuss them from our different perspectives has been very rewarding.
➔ It has had a profound impact and an understanding that the work has just begun.
➔ knowledge / understanding of gender issues
➔ Check ins and check outs has worked well.
➔ Checking in and checking out has worked well. I also like that the diversity of personalities have created a very unique energy that keeps us moving forward
➔ moderation implementation and rotation
➔ on zoom the invitation for the next to speak in rounds. This could also be a great way to keep irl table talks too.
➔ It felt amazing to feel like my thoughts and feelings in 'the classroom' mattered on a grassroots level, and to see 'staff' and 'student' roles melt a little. More of this, but also perhaps more conversation around this / clarity
➔ it is so good to have the opportunity to build this group where so much disagreement is happening, and to be committed to it anyway, to stick together despite the differences.
➔ I really bring with me some words, spoken in Brussels, "we are all learning". I believe, these words could be seeds of community an altruistic, and non-violent tool, a tool to create community and productivity in interacting with other people in situations of friction or conflict. These four small words bring with them many

important things. First "we", saying the word and thereby including "us" in the "we", "we all" I understand as we are all in a community a collective, and we are all trying to create something together, and when we are trying to create this thing together it is not so easy, in fact, it is really hard because we do not know what we are doing exactly because we are no experts on this, but I see that we are all trying really hard to make this work, but we are in an initial phase of this process, and we are all actively trying to improve ourselves at the skills and methods and all those things that we need to learn before. And all of us are still learning, and learning is hard work, and we are all doing it together. Struggling, together, to create an environment of equality inside a white suprematist-capitalist patriarchy that we bring with us INTERNALIZED into every room we enter and that also these rooms are STRUCTURED by and the houses that these rooms make up, and the cities and the companied the states and countries. So, of course, it's going to be conflicts, of course it's going to be friction. Of course, we are gonna keep recreating the same hierarchies and the same binary divides between active and passive, teacher and student, white and black, man and women. Of course, we going to make mistakes because we are still learning. And even though I don't believe in the concept of unlearning, I do believe that learning about the things that we have internalized, prejudice and similar, instead of trying to unlearn I think we have to meta learn, learn about what we "are" (viewed from outside), what we are in an intersectional power-matrix: race, sexuality, class, gender, cis/trance, professional position, etc, etc. But also who we "perform", and how this performance is received by others. And this is not an easy task, it is lifelong learning and just fail again, fail again and fail again and start to see that it is okay to fail because "we are all learning", and we trust each other and want "us" to succeed. Thank you for these words.

and what isn't working?

➔ Seeing each other with where we're at and accepting that (allowing for frustration, de-motivation etc and discussing it instead of sweeping it under the carpet, trying to force it away, ...)

➔ How collective are we working? The more collective, the more time we need... getting exhausted… no time to discuss important, interesting, upcoming issues..... scheduling more meetings doesn't seem the way forward.

➔ Are baby steps actually OK in this group? Can we actually feel OK with not trying to solve these issues , but actually just make small steps? This tension is heavy.

➔ The way the workshops were shared made complicated the debate or conversation about the topics and how to work together. After that, the way of working seemed very forced.

➔ Long emails. But I understand the importance.

➔ Our Valand group meetings. Too many, too long, maybe we should delegate responsibilities more instead of discussing everything in the whole group.

➔ The big group meetings were uncomfortable because it seemed that we needed to update our outcomes and our "productivity" instead of opening the conversation to decide how to work together.

➔ The atmosphere – it doesn't feel like we are doing this because we want to, but because we have to, why? We all wanted to do this… we need to create situations that we enjoy and not always just serious work-meetings.

➔ Feeling like we are working for someone else.

➔ Balance between responsibility and power dynamics

➔ understanding – overlapping between working groups. How to work together if we are looking at the same topics/or interested in the same people?

➔ Conversation culture (there were many situations with unnecessary and counterproductive defensiveness)

➔ Accountability – what are we using the resources for that we are getting? Are we being accountable to those for whom the transformation of the university is a real, pressing issue, or are we doing things for the sake of academic reputation and/ or Erasmus?

➔ The constant reminder of pronouns. We've established the importance of these, but we also have to start focusing on other things like how to work around white supremacist culture, other pedagogies that are inline with feminist pedagogies from parts of the world where people are actually dealing with what we are doing.

➔ The idea that we should explain/share to the outside things about feminist, decolonial pedagogies. We are no experts to speak on it, and it is surfacing that we don't know about it much.

➔ Not having real time to discuss ideas in depth. Instead, feeling like we have to work on continue production or the fret of continue production.

➔ Being allowed to ask questions and discuss one's own frustrations without being "corrected" immediately. It feels that sometimes the discussions that come up (both in the large group and within HDK Valand) are of huge importance, but they tend to get glossed over.

➔ It's been really hard interacting so much via the screen. It is difficult to

get to know people via Zoom/ Jitsi.

➔ Knowledge / understanding / raising of class, race, and disability issues

➔ We aren't connecting with people who are actively in decolonisation practices.

➔ Dismantling the white supremacist capitalist patriarchy! :D no but more seriously, i think we are lacking a focus on practical work, solidarity and connection with already active and engaged people, and are maybe trying to reinvent the wheel instead of supporting work of others (who are also maybe more experts)

➔ Positive and enthusiastic language abuse.

➔ hate Jitsi.

➔ We don't fail enough.

➔ Then there is the frustration that is triggered in me every time someone puts the focus on Intellectual Outputs. I feel noxious, literally. It seems that our minds are totally colonized by the things we will show. As if we don't have things to show. As if we won't have (this is my guess) an excess of outputs that will be great fun (and a lot of skill) to edit.

What do you need?

➔ A commitment from the whole group to reflect on our own dynamics, want to learn and grow, and try to take feedback graciously and not defensively

➔ Tools for allowing defensiveness moments and tools for allowing defensiveness-dismantling.

➔ More chill, accepting when one is not being productive and doesn't have capacities for tttt / understanding that tttt is not a priority all the time

➔ Less expectations, less anxiety. More trust, freedom and autonomy

➔ Response-ability in the process and letting the others know what is possible and what not. Clearer agreements about how much energy and time can be invested to avoid hidden expectations, assumptions, and frustrations.

➔ Conversations about what are we doing and how are we working together.

➔ A bar setting for how much each group can meet the requirements. Anything above this bar is a bonus, but not a must. Perhaps an Ambition Thermometer that is built with trying to keep personality from being center - but perhaps leaves room for checking in on group dynamics.

➔ More art or creating of creative things and taking the emphasis down from productions of interview after interview.

➔ A more relaxed environment, more sharing, more conversations with each other where there isn't pressure. A clear idea of one's role in all of this.

➔ Sharing the emotional work and responsibility for the wellbeing of the group

➔ A place in the pad (possibly for publishing) for choosing not to do things, e.g., the XX group had the original intention to do these 4 tasks - while working the discussions led us to refocus the energy to more urgent matters which included this one task. A place to park the ambitions so they can be revisited but also celebrated for the hard choices the group work demands.

➔ inspiration, visions

➔ More slow reading sessions like yesterday. Perhaps this can be explained as an IO - slow readings were performed on xx dates. And that is the IO - the process of digesting and not the process of documenting the intellectual outputs. The intellectual process procedure.

➔ Knowing each other a little better to be able to build up trust and respect.

➔ Space for making mistakes, to test out things, to explore other non discursive non language-based methods.

➔ Safer opt out procedures

➔ Communicating together, not in the competitive academic sense. • Focus on the matter at hand and the urgency of it. • focusing on gaining knowledge instead of putting it out to the ether.

➔ Spaces for moving from the analytical into the body.

➔ Sharing of ideas

➔ To have fun

➔ Excitement

➔ Less stress

➔ Some sort of understandings of how French speaking Belgians / and French culture works with aggression on a daily basis. It seems that there is a disconnect between the cultural contexts and the misinterpretations are counterproductive versus capable of being productive.

➔ A break

➔ I normally need more time to understand my role in things, more time to focus, more time to read. My needs regarding time are very difficult to take in, because any extra time I might need, needs to be carved out from my time anyways. Ideally, I should be doing fewer things while participating in TTTT.

➔ Be reminded of the reason why, the urgency. The world outside of the fishbowl of Valand in the fishbowl of Sweden. White supremacist-capitalist-patriarchy

➔ I also need group confirmation. Moments of check-in and check-out have been great for this. I find this crucial to make me see TTTT different from any other research task.