

P2PU Spring 2011: Conflict Resolution

Goals: This citizen circle will introduce participants to the root causes of conflict and the ways in which conflicts develop, as well as several methods for conflict resolution. The program will provide participants with the skills and knowledge necessary to understand the nature of conflict and to develop skills for conflict resolution.

Assessment: Self-Assessment Exercises: Participants will complete two written self-assessment exercises, one each at the beginning and end of the course. The Pre-Assessment will encourage participants to describe their perceptions, values, and knowledge at the beginning of the course. The Post-Assessment will prompt participants to demonstrate how their perceptions have changed and what skills they have developed throughout the course.

Materials: Journal - Participants will be expected to respond to one assigned prompt per week of class. In addition to assigned topics, participants are encouraged to use their journals to record their thoughts, reflections, and ideas in relation to the material.

Week 1: Introduction

Resources: y TED William Urtalk (http://www.ted.com/talks/william_ury.html)

Discussion: Prior to the first meeting, participants will have watched William Ury's TED talk, "The Walk from 'No' to 'Yes.'" We will discuss the video as an introduction to the field of conflict resolution and as inspiration for our work throughout the course. Participants will also be invited to share their expectations of the course and which topics they would like to cover, and ideas will be solicited for action projects.

Homework: Read "Unmet Human Needs"

(http://www.beyondintractability.org/essay/human_needs/) and "Destructive Escalation" (<http://www.beyondintractability.org/essay/escalation/>). Watch "Bangin' in Little Rock," Parts 1 through 6 (http://www.youtube.com/watch?v=4XV_xueBaUc). Come to the next class with at least one discussion question prepared.

Week 2: Making a Difference / Why and How Conflict Happens

Discussion: Participants will discuss how and why individuals make a difference in their communities. We will examine the values and techniques we have observed from watching "Bangin' in Little Rock." We will consider the causes of conflict and the ways in which conflict escalates in context of the film.

Homework: Read "Foundations of Nonviolent Communication"

(<http://www.cnvc.org/learn/nvc-foundations>) and "NVC Concepts" (<http://www.cnvc.org/Training/NVC-Concepts>) and prepare at least one question for the next discussion.

Week 3: Nonviolent Communication

Discussion: Participants will review what they learned from the homework readings and share

their reactions to nonviolent communication (NVC). We will discuss appropriate applications for NVC and will practice the process together.

Homework: Read “How Does the Mediation Process Work?”

(<http://www.mediate.com/articles/steppJ.cfm>) and prepare at least one question for the next discussion.

Week 4: Mediation

Discussion: Participants will discuss the mediation process covered in the homework reading and share reactions. We will analyze how and why mediation is a commonly used tool for conflict resolution, and discuss skills required for effective mediation.

Homework: Read “Facilitated Listening: Introduction”

(<http://www.listeningproject.info/dialogue.php>) and “What is Appreciative Inquiry?”

(<http://appreciativeinquiry.case.edu/intro/whatisai.cfm>) and prepare at least one question for the next discussion.

Week 5: Facilitated Dialogue & Appreciative Inquiry

Discussion: Participants will discuss the facilitated dialogue process covered in the homework reading and share reactions. We will consider different options for facilitated dialogue and applications for appreciative inquiry, and discuss appropriate applications for these techniques as well as their shortcomings.

Homework: Read the Albert Einstein Institution’s “Frequently Asked Questions”

(<http://www.aeinstein.org/organizations4421.html>) and watch James Lawson’s talk on Gandhi and Nonviolence

(<http://www.youtube.com/watch?v=Q8K4HLM03dw&feature=related>) and prepare at least one question for the next discussion.

Week 6: Nonviolent Action

Discussion: Participants will discuss the goals and techniques of nonviolent action and share reactions. We will discuss why nonviolent action has been effective historically and we will consider how nonviolent action is similar and dissimilar to other forms of intervention covered.

Homework: Read “Ten Principles of Mediation Ethics”

(http://www.google.com/url?sa=t&source=web&cd=2&ved=0CB8QFjAB&url=http%3A%2F%2Fwww.iamed.org%2Fpdf%2FTen%2520Principles%2520of%2520Mediation%2520Ethics.doc&rct=j&q=ethics%20in%20mediation&ei=TSshTaKrH8P98Ab02pjrDQ&usq=AFQjCNF_lrr7iGyXwy3ttEn9Mo81arzNkQ&sig2=G62uMblrF43RBsgDJGWIWg&cad=rja) and prepare at least one question for the next discussion.

Week 7: Ethics

Discussion: We will discuss the ethical issues surrounding third-party intervention in conflict. Topics covered will include motivations for intervention and impartiality.

Homework: Read “What is Multi-Track Diplomacy?”

(<http://www.imtd.org/at-a-glance/mission/working-methods/what-is-multi-track-diplomacy/>). Our final discussion will be led by Ambassador John McDonald, co-founder of the

Institute for Multi-Track Diplomacy. Participants should come prepared with a solid understanding of the topic, as well as thoughtful questions for the Ambassador.

Week 8: Multi-Track Diplomacy

Discussion: We will be joined by Ambassador John McDonald, co-founder of the Institute for Multi-Track Diplomacy, who will discuss his organization with the group. Participants will have the opportunity to ask the Ambassador questions about his work within the field of conflict resolution.