

Bartos Institute

Inclusion, Diversity, Equity, Access

July 16-18, 2020

Welcome!

- Introductions
- Guidelines
- Session Goals
- Presentation/Participation
- Discussion
- Next Steps

Introductions



Dr. Selena Sermeño, UWC-USA

- Psychologist, originally from El Salvador, trauma and reconciliation focus



Naomi Swinton, '89 UWC-USA

- Student Life, campus/community organizing, criminal justice reform

Guidelines

- Please mute your microphone to start
- Recording
- Paper and pen for notes
- For Q & A, we will utilize the chat feature; please write your questions there
- Context: Difficult personal and political conversations across divides
- Acknowledgement

Session Goals

- Recognize difficult conversations
- Gain skills to manage ourselves, facilitate others in conflict
- Generate ideas to transform one conversation
- Support 'clean' communication using shared tools and understanding

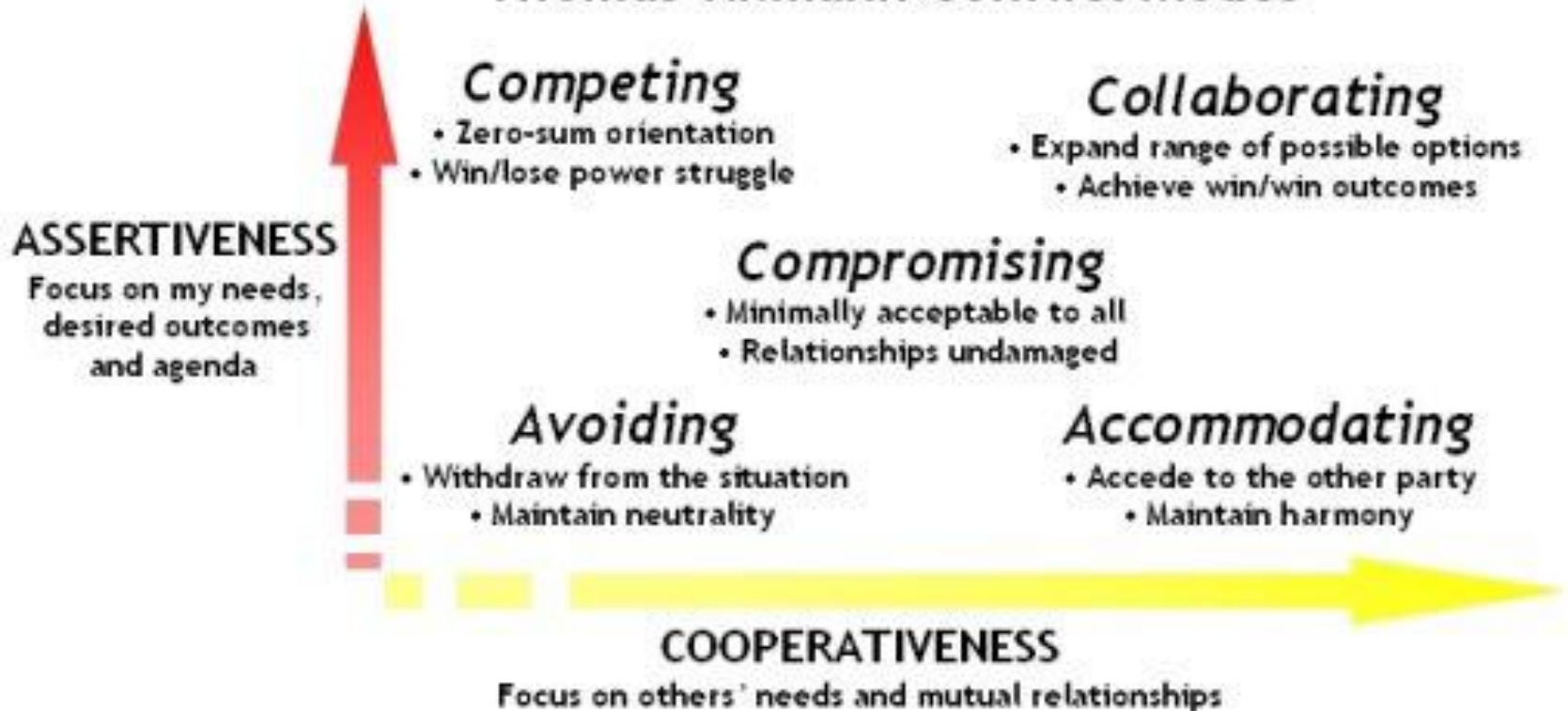
Constructive Engagement of Conflict

- Founded in 2001, the Bartos Institute for Constructive Engagement of Conflict equips young people with skills to identify, constructively engage and transform conflicts at personal, interpersonal, and community levels
- CEC Principles:
 - Listen humbly and deeply
 - Communicate courageously
 - Practice power of thoughtful apologies
 - Get curious about difference
 - Embrace complexity of multiple truths
 - Pursue solutions collaboratively
 - Express gratitude

Conflict averse....conflict comfortable

Where are you on the conflict map?

Thomas-Kilmann Conflict Modes



Difficult Conversations

Use your paper to list three recent difficult conversations you've had

What made your conversations difficult?

Please describe an aspect of the difficulty in 3-5 words in the chat

What makes a conversation difficult?

Triggers

- Emotions
- Past experiences: trauma, loss, suffering
- Beliefs
- Socialization
- Circumstances
- Conflict of interest: injustices
- Relationships: belonging/othering

Reactions

- Remember
- Flee
- Silence
- Fear
- Tend/befriend
- Defend
- Freeze
- Withdraw
- Laugh
- Cry
- Anticipate
- Anger
- Judge
- Stutter, sweat

Choose Nonviolent Communication:

I feel...I need...I request/I give permission...

Moral Reframing

An approach for bridging differences
based on what others value and believe,
rather than logic.

- What is the **potential**?
- What causes me to **pause**?
- Where is the **pitfall**?
- How do I **prepare**?
- What is the **pattern**?
- How do I **practice**?
- What is the **promise**?

Potential

How do I want to be treated when others have conflicts with me?

How do I want to be when I am in conflict with others?



Pause

What do I feel
when I am in
conflict?



Pitfall

What
predictable traps
might I
encounter?



Prepare

What steps can I take to be ready -- and prepare others - for a difficult conversation?



Patterns



What is the same about the conversations that are difficult for me?

What elements (e.g., invite, frame, listen, clarify, share, reframe, offer, appreciate) do I want to use to support a strong outcome?

Practice

How will I practice difficult conversations?



How do I get comfortable with elements such as: invite, frame, listen, clarify, share, reframe, offer, appreciate?

Promise

What commitments can I make regarding my engagement with difficult conversations?



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- What is the **pattern**?
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- What is the **promise**?

Code of Conduct for Conflict at UWC-USA

- 1) Assume good intentions, and maintain good intentions.
- 2) Actively listen and ask questions with the sincere desire to gain understanding.
- 3) Communicate directly with the party/parties in conflict. Do not engage in side talk/gossip. Asking for support/mediation in a conflict is always ok.
- 4) Be open to feedback and ideas that are not your own. Be willing to reconsider your position.
- 5) Do not engage in personal attacks, and do not take things personally.
- 6) Be open to growth and change; remain curious.
- 7) Make problem-solving a goal of the conversation.
- 8) Take responsibility to move through conflict - refrain from judgement and assigning blame.

More Resources

[Bridging Differences Playbook](#) Greater Good Science Center

[Checklist for Difficult Conversations](#)

[Tool for teaching critical thinking: conflict dialogue](#)

[Listen Better](#)

[Starting Difficult Conversations](#)

[Let's Talk: Discussing Race](#) Teaching Tolerance

[Start a Conversation About Race](#) Race Forward

Relationship resilience:

[Adrienne Maree Brown](#) Emergent Strategy

[Mia Birdsong](#) How We Show Up

Discussion

Please join us for another session in this series:

Sat., July 18, 10 - 11:30 am MDT: UWC-USA's Anti-oppression/Anti-racist Journey
The Bartos Institute and Constructive Engagement of Conflict team will invite feedback regarding a few of UWC-USA's campus community-specific initiatives.

Videos will be available soon of Thursday's sessions:

Towards Equity and Justice

Join Cicely Blain (UWC-Maastricht '12) for an introductory workshop on anti-oppression, racial justice, inclusion, and access. Participation is highly encouraged for those interested in a new perspective on, or refresher about, “anti-oppressive growth, reflection, critical thought, and mindful action.”

Transformative Spaces for White Allies

Presented by Brenda Herrera Moreno (UWC-Atlantic '11), this session is a space for white community members to reflect on their identities of privilege - to understand their stake in, and identify their responsibilities for, the movement, community, and work of anti-oppression.

Thank you!

