Bartos Institute
Inclusion, Diversity, Equity, Access

July 16-18, 2020
Welcome!

• Introductions
• Guidelines
• Session Goals
• Presentation/Participation
• Discussion
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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

- **Competing**
  - Zero-sum orientation
  - Win/lose power struggle

- **Collaborating**
  - Expand range of possible options
  - Achieve win/win outcomes

- **Compromising**
  - Minimally acceptable to all
  - Relationships undamaged

- **Avoiding**
  - Withdraw from the situation
  - Maintain neutrality

- **Accommodating**
  - Accede to the other party
  - Maintain harmony

**Assertiveness**
Focus on my needs, desired outcomes and agenda

**Cooperativeness**
Focus on others' needs and mutual relationships
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?
- 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?
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!