



MLK

LEADERSHIP LEARNING CIRCLE

Field Manual 01

The Six Steps of Kingian Nonviolence

A concise training workbook for volunteers, facilitators, and circle participants

MLK Parade & Festivities Committee

mlkparadeandfestivities.org

Leadership, service, unity, and nonviolent community change

COURAGE. DISCIPLINE. BELOVED COMMUNITY.

Welcome to the Circle

This field manual is designed as a practical workbook: short enough to use in a single training session, structured enough to support repeat circles, and polished enough to publish as a community-facing resource.

"The time is always right to do what is right."

- Dr. Martin Luther King Jr.

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Overview

What Kingian Nonviolence asks of leaders

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The Six Steps

Principles translated into field practice

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Volunteer Code

Shared commitments and conduct

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Circle Practice

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Registration, downloads, and next steps

Kingian Nonviolence is more than conflict avoidance. It is a disciplined method for seeking justice, repairing harm, building trust, and protecting the dignity of every person involved.

Use this circle to practice the habits of courageous leadership: listening before deciding, gathering facts before reacting, speaking truth without contempt, and choosing action that moves the community toward reconciliation.

CIRCLE COMMITMENTS

- Honor confidentiality while making room for accountable follow-through.
- Speak from experience and listen for shared responsibility.
- Challenge ideas and actions without attacking the person.
- Look for the next constructive step, especially when tension rises.
- Leave with one concrete practice you can use in service.

Facilitator note: Open with a two-minute grounding question: "What does courageous nonviolence require from leaders today?" Invite short answers, then connect responses to the six steps on the next page.

1**Information Gathering**

Listen, research, and name the real issue before acting.

2**Education**

Help others understand the facts, history, people, and stakes.

3**Personal Commitment**

Prepare your mind, motives, and conduct for disciplined action.

4**Negotiation**

Seek resolution with clear asks, dignity, and honest dialogue.

5**Direct Action**

Use creative, nonviolent pressure when negotiation is blocked.

6**Reconciliation**

Pursue repair, relationship, and a stronger community after conflict.

Choose a current challenge from your school, organization, neighborhood, faith community, or volunteer team. Work through the prompts below individually, then share highlights in pairs or small groups.

INFORMATION GATHERING What facts do we know? Whose voices are missing?

EDUCATION What does the community need to understand more clearly?

PERSONAL COMMITMENT What discipline, patience, or courage will this require from me?

NEGOTIATION What clear request could open the door to resolution?

DIRECT ACTION What nonviolent action could create moral clarity if needed?

RECONCILIATION What would repair look like after the issue is addressed?

As a volunteer or circle participant, I commit to representing the MLK Parade Committee with dignity, discipline, and care.

- I will treat every person with respect, including people who disagree with me.
- I will de-escalate conflict and seek help when a situation becomes unsafe.
- I will follow event, site, and facilitator instructions.
- I will protect children, elders, guests, and vulnerable community members.
- I will avoid harassment, intimidation, discrimination, and retaliation.
- I will use social media responsibly and never share confidential circle stories without permission.
- I will arrive prepared, communicate clearly, and honor my volunteer commitments.

TEAR-OUT / COPY PAGE

SIGNATURE

DATE

0:00-0:05 Welcome, purpose, and circle agreements

0:05-0:12 Opening reflection: courageous nonviolence today

0:12-0:25 Teach the six steps with one local example

0:25-0:42 Workbook practice in pairs or small groups

0:42-0:52 Group harvest: one insight and one question

0:52-1:00 Commitment close and next-session invitation

DISCUSSION QUESTIONS

- Where do you see conflict being handled with courage and dignity?
- Which of the six steps feels most natural to you? Which one needs practice?
- How can our volunteer teams model reconciliation before, during, and after events?

A CONFLICT OR LEADERSHIP CHALLENGE I WANT TO APPROACH DIFFERENTLY:

THE DIGNITY I NEED TO PROTECT IN MYSELF AND OTHERS:

A FACT I NEED BEFORE I MAKE A DECISION:

A CONVERSATION I AM WILLING TO INITIATE:

ONE COMMITMENT I WILL PRACTICE THIS WEEK:

Use these official MLK Parade & Festivities pages for program information, volunteer support, and participant registration. Scan a QR code or type the URL shown below.



Leadership Learning Circle

Organizational programming and leadership learning resources
<https://mlkparadeandfestivities.org/organizational-program>



Volunteer Resources

Volunteer registration, instructions, and support
<https://mlkparadeandfestivities.org/volunteers>



Parade Participant Registration

Participant registration, parade rules, logistics, and instructions
<https://mlkparadeandfestivities.org/participants>

MLK Parade Committee

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