

**PCSF
Liberatory
Conflict Resolution
Training**

Today's Training Agenda

Welcome: Agenda review, group norms, check-ins

Overview of the approach

Practice getting grounded: Take a beat (get grounded/centered)

Practice self-awareness: Assessing your readiness to communicate

Practice listening: Being vulnerable while caring for your boundaries

Resources for further learning

Group Norms

Ground ourselves in the space

Listening with compassion, with the goal of understanding

Make space for others

Mutual respect

Mutual support

Check your ego; be generous

Avoiding new harm, sharing trigger warnings as needed

Accountability without punishment; calling in vs. calling out

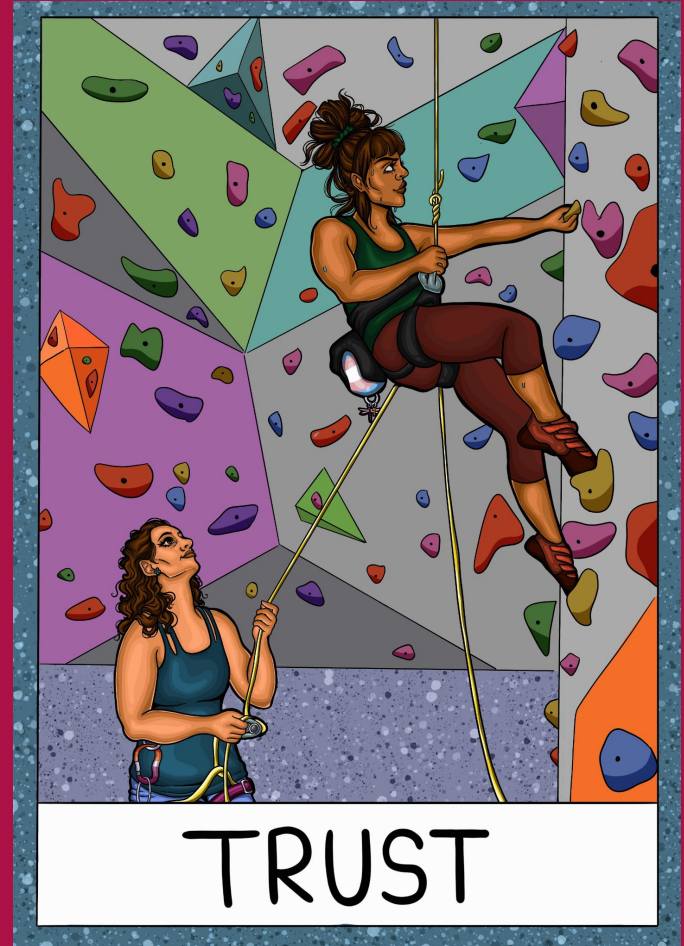
Sticking to the agenda with some flexibility, while honoring the leadership of facilitators

Keep in mind our big goal of ending carceral systems in this country

Overview of the Approach



This approach
to group conflict
is based on a set of
values



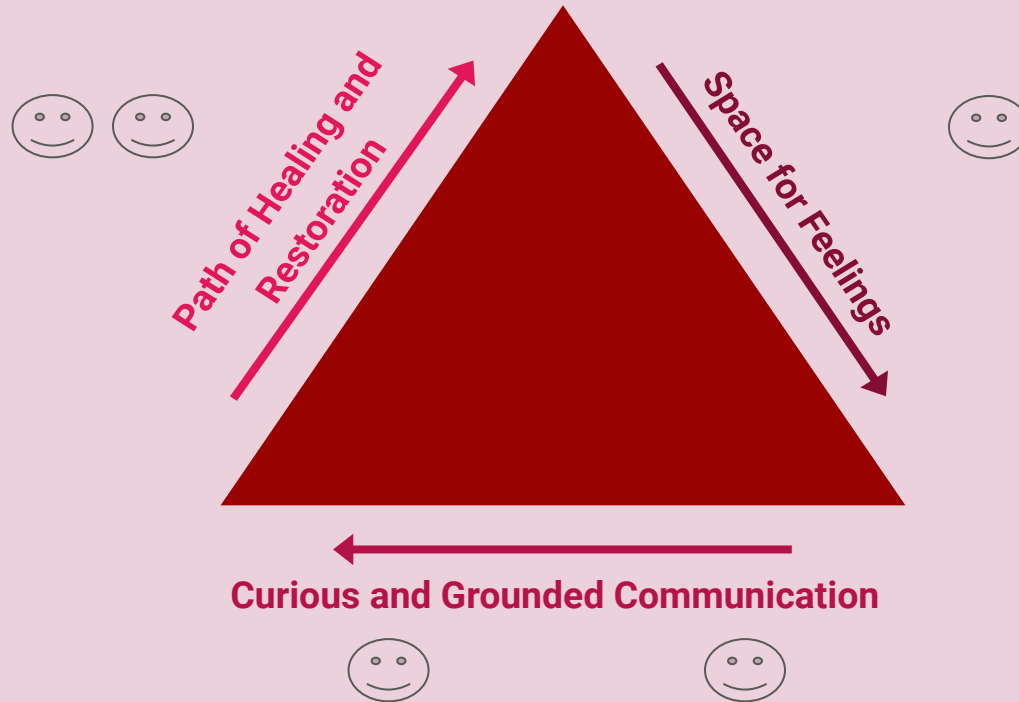
Grounding in our values

During our creation of our conflict resolution process we raised the intention to not bring the practices of the state/policing into this process; let's align on what that means

- **What we won't lean on:** power, coercion, dominance, viewing behavior as inherent/a part of someone's personality and unchangeable, punishment
- **What we will lean on:** consent (anyone participating should be opting in), curious and grounded conversation (enter from a place of seeking to believe and understand, as opposed to defensiveness or judgement), community accountability and a community controlled process (this comes from our values and in this instance PCSF is the community), move away from punishment and work towards accountability, restoration, and maintaining connection/community (this can look like apologies, changing behavior, seeking support outside of the coalition to better show up in community), democratic/collaborative/iterative process –we will experiment together and tweak things as we go/as needed

Approach

PCSF Liberatory Conflict Resolution Approach



Space for feelings



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Grounded and curious communication

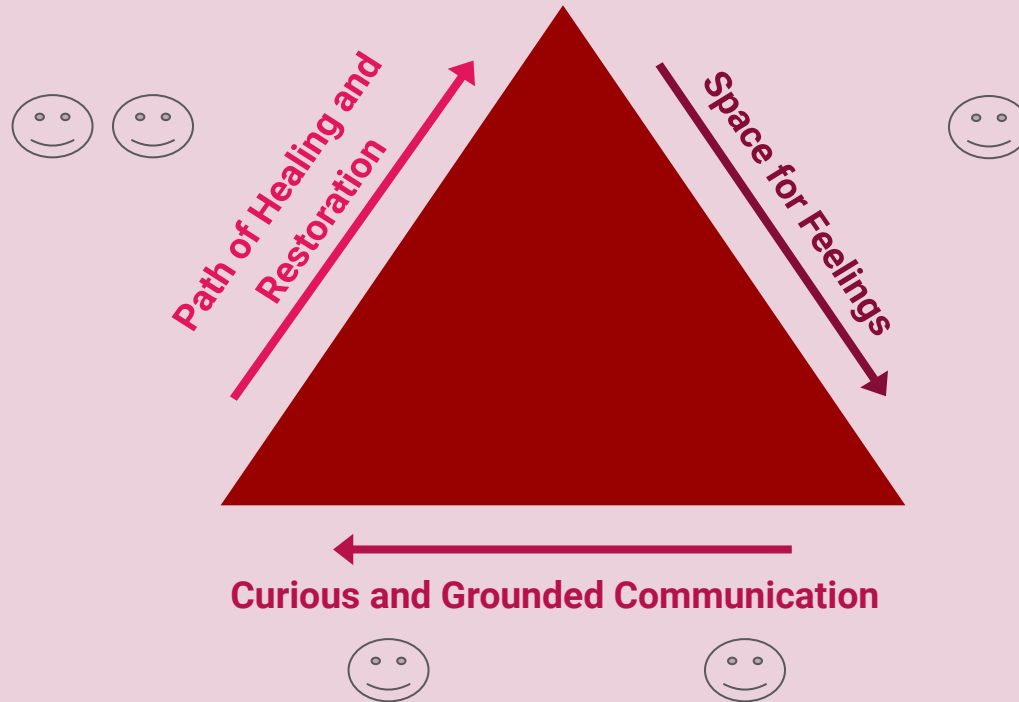


Path of Healing and Restoration



HARD CONVERSATIONS

Let's go through the process in more detail



Let's go through the process in more detail

Loo was not at the meeting
They were angry
We don't know why
We got confused
Now everyone is tense

Grounded and curious communication

- **Assess readiness.** Communication and healing are voluntary; everyone needs to be ready, by their own assessment.
- **Step up.** The people involved hold themselves accountable for a one-on-one, face-to-face process, taking this step when they can say, “what cuts me no longer hurts me.”
- **Assess** power relations around race, age, gender, education, job status, immigrant status, incarceration experience, queerness, disability, etc.
 - **Decide:** Is it time to bring in a mediator, or will I talk with the other person or people on my own? Do I need to seek a helper or witness to talk with them?
- **Prepare** by grounding yourself, checking defensiveness, getting into curious headspace, thinking about how you intend to show up ([here](#) is a guide to preparing for a conflict conversation). Be sure you have moved into a cooler space.
- **Meet**
 - **Ask** with genuine curiosity, seeking to believe and understand ([here](#) are some questions you can ask)
 - **Listen** to each other’s story with curiosity. Notice defensiveness. Listen to believe.
 - **Check** your understanding: “so am I understanding you right that ...?”
 - **Validate** if it feels natural: “yes, I get that. I see how that would feel bad.”
 - **Talk** sharing with presence and awareness ([here](#) is a guide to communicating in a conflict situation)
 - **Notice** where you’re at and where they’re at as you share. Feel your heart, your hands, your body. Ask them how they’re doing, where they are at, if they’re ok.
 - **Assess** whether you are ready to resolve the issues (assuming this hasn’t happened along the way)

Path of Healing and Restoration

- **Acknowledge** the behaviors that caused the harm and the impact of those behaviors.
- **Apologize** for the behavior and ask if the apology can be accepted.
- **Repair**
 - If the apology can be accepted, ask what can be done to repair the harm.
 - Get help to repair the harm.
 - Use the ABCD process for mutual repair: Ask what's important, Brainstorm solutions, Choose one and workshop it until it addresses what's important to everyone.
- **Weave liberatory practices** into the ongoing work
 - Continue to be mindful of our values.
 - Make space for feelings, practice grounded and curious communication, come back again and again to a healing path.
 - Commit to relationships that are connective and build the group, attentive to power dynamics, and mindful of your boundaries.

Practice getting grounded



Practice self-awareness



Practice listening



Resources

<https://inittogether.cargo.site/>

