

Eastern Mennonite University/Center for Justice and Peacebuilding
Summer Peacebuilding Institute
INTRODUCTION TO CONFLICT TRANSFORMATION
(Non-Credit Course)
Session I: May 5-13, 2008

Instructor

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Course Description

Designed as a broad introduction to the field, this course will familiarize participants with various theoretical understandings of conflict. The transformational framework will be explored in-depth and compared with other schools of thought in the field. Participants will explore conflict at a personal, communal, national, and international level. They will be encouraged to critically examine their underlying assumptions and beliefs about conflict and their patterns of response to conflict. Participants will also be given an opportunity to examine and critique the underlying biases and assumptions in the conflict resolution models and theories presented throughout the course in order to develop materials that are culturally relevant for each participant. An inter-disciplinary approach will be used to explore conflict/communication styles, the role of power, systemic analysis, the dynamics of change, and intervention in interpersonal, organizational, and intergroup conflicts. Participants will be expected to engage in discussions, role-plays, exercises, and case studies.

Course Objectives

- Define conflict transformation vocabulary
- Examine assumptions about conflict and patterns of response to conflict
- Distinguish the Center for Justice and Peacebuilding's understanding of "conflict transformation" and "peacebuilding" and how that understanding relates to other schools of thought
- Identify frameworks and practice techniques for analyzing conflict
- Become familiar with various roles in the work of conflict transformation and methods of intervention
- Reflect on our own styles and approach to conflict and our own roles as peacebuilders and conflict transformation practitioners

Course Preparation

The following items are things you can do to make the most of your experience in this class:

- Complete preliminary reading before attending the class.
- Complete “Understanding Personal Conflict Challenges” assignment below, before attending the class.
- Bring a symbol of conflict and a symbol of peace with you to SPI.
- Attend classes and participate in class discussions and activities.
- Complete readings and activities assigned during class.

Pre-Course Assignment-

UNDERSTANDING PERSONAL CONFLICT CHALLENGES

One key objective for this course is for you to examine your personal, communal and cultural assumptions about conflict as well as your personal, communal and cultural patterns of responding to conflict.

Please take time to reflect/write on the following questions before coming to SPI:

1. As a child, what were you taught about handling conflicts that you had with?
 - a. A brother or sister or close friend
 - b. A stranger (your same age group)
 - c. A stranger (elder)
 - d. A teacher or community leader
 - e. Parent
2. Describe your first experience of real conflict with someone with authority over you.
3. What are the conflicts you have personally found most perplexing and challenging (either as an individual or as part of a community/ethnic/religious group)?
 - a. Who is involved in these conflicts? (i.e., which individuals, communities, institutions, ethnic and religious groups, or nations are involved? – name them specifically)
 - b. What are these conflicts about (resources, psychological/relational needs, process, structures, and/or values)?
 - c. What caused the initial “turning away” or “break down” in these relationships? What has occurred since then?

4. What changes do you want to bring about in your personal pattern of conflict behavior? (i.e. What do *you* want to do differently when you are in conflict?)
What about this will be challenging to you?
 - a. What are your ideas about how to work for such change?
 - b. What have you tried thus far?
 - c. What has been successful?

5. What changes would you like to see in your community's conflict behavior ? (i.e. What do you wish *your community* to do differently with conflict?) What about this will be challenging?

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Note: Agenda is subject to change

Date	Morning	Afternoon
Monday, May 5	Gathering Celebration (in Strite Auditorium) Introductions Course Overview and Learning Process	Understanding Conflict Personal/Cultural Assumptions Definitions Nature of Conflict
Tuesday, May 6	Conflict Understanding Ourselves Personal Response Styles The Transformative Framework: Personal and Relational Transformation	Conflict Analysis Models – Satisfaction Triangle The Tree – Case Study Lederach Pyramid Conflict Mapping The Onion
Wednesday, May 7	Conflict Analysis Models – Human Needs Theory Special Issues: Identity, Culture Small Group Work	Frontier Lunch
Thursday, May 8	Small Group Presentations	The Transformative Framework: Social Change and structural transformation Curle Model Nested Model Special Issues: Power
Friday, May 9	Spectrum of Conflict Interventions And Roles Building Strategies to Address Conflict Transforming Conflict Case Study	Conflict Transformation's place in Peacebuilding Skills for conflict transformation Small Group Work
Monday, May 12	Small Group Presentations	Understanding Violence Addressing the Consequences Trauma Model Restorative Justice
Tuesday, May 13	Forgiveness and Reconciliation Applications to our own journey	Closing Evaluations

WORKING BIBLIOGRAPHY

Preliminary Reading

Please read prior to attending the course

Fisher, Simon, et al. 2000. *Working with Conflict: Skills & Strategies for Action*. London: Zed Books. (only Chapter 1 is required, available online)

Lederach, John Paul, 1995. *Preparing for Peace*. Syracuse: Syracuse University Press. (only Chapter 2 is required, available online)

Required Reading

Kraybill, Ronald S, 2001. *Peace Skills: Manual for Community Mediators*. San Francisco: Jossey Bass. (*only Chapter 1, found in your course reader*)

Lederach, John Paul, 1997. *Building Peace: Sustainable Reconciliation in Divided Societies*. Washington, DC: USIP Press. (*only Chapters 4 & 5, found in your course reader*)

Ury, William, 1999. *Getting to Peace: Transforming Conflict at Home, at Work and In the World*. New York, NY: Viking. (*only Chapter 1, found in your course reader*)

NOTE: *The above readings will give a good introduction to the course, various other articles and reflection questions from the course reader will be assigned throughout the class.*

Recommended Books & Articles

Baruch Bush, Robert A. and Joseph P. Folger, 1994. *The Promise of Mediation: Responding to Conflict Through Empowerment and Recognition*. San Francisco: Jossey-Bass Publishers.

Burton, John, 1990. "Human Needs Theory" in *Conflict: Resolution and Provention*. New York: St. Martins Press. pp. 36-48.

Docherty, Jayne Seminare, 2001. *Learning Lessons from Waco: When the Parties Bring their God to the Negotiation Table*. Syracuse, NY: Syracuse University Press.

Fisher, Roger and William Ury. 1992. *Getting to Yes*. New York: Penguin Press.

Fisher, Simon, Abdi, Dekha Ibrahim, Ludin, Jawed, Smith, Richard, Williams, Steve, and Williams, Sue, 2000. *Working with Conflict – Skills and Strategies for Action*. London and New York: Zed Books.

- Gilbert, Roberta, 2004. *The Eight Concepts of Bowen Theory: A New Way of Thinking About The Individual and The Group*. Leading Systems Press.
- Hocker, Joyce and William Wilmot, 1995. *Interpersonal Conflict*. Madison, WI: WCB Brown and Benchmark.
- Holsopple, Mary Yoder, et al, 2004. *Building Peace: Overcoming Violence in Communities*. Geneva: WCC Publications
- Leas, Speed, 1985. *Moving Your Church Through Conflict*. New York: The Alban Institute.
- Lederach, John Paul, 1999. *Journey Toward Reconciliation*. Scottsdale, PA: Herald Press.
- Lederach, John Paul, and Janice Jenner (Editors), 2002. *Into the Eye of the Storm: A Handbook of International Peacebuilding*. San Francisco, CA: Jossey-Bass.
- Lederach, John Paul, 2003. *The Little Book of Conflict Transformation*. Intercourse, PA: Good Books.
- Lederach, John Paul, 2005. *The Moral Imagination: The Art and Soul of Building Peace*. New York, NY: Oxford University Press.
- Rosenberg, Marshall B, 2003. *Nonviolent Communication: A Language of Life*. Encinitas, CA: PuddleDancer Press.
- Schirch, Lisa, 2004. *The Little Book of Strategic Peacebuilding: A Vision and Framework for Peace with Justice*. Intercourse, PA: Good Books.
- Schrock-Shenk, Carolyn and Lawrence Ressler, 1999. *Making Peace with Conflict*. Scottsdale, PA: Herald Press.
- Zehr, Howard, 1990. *Changing Lenses: A New Focus for Crime and Justice*. Scottsdale, PA: Herald Press.
- Zehr, Howard, 2003. *The Little Book of Restorative Justice*. Intercourse, PA: Good Books.
- Other** (Available in Your Course Reader)
- Dugan, Maire A. July, 1996. "A Nested Theory of Conflict" in *A Leadership Journal: Women in Leadership – Sharing the Vision*. 1 (1), pp. 9-20.

Fisher, Simon et al, 2000. *Working with Conflict: Skills and Strategies for Action*. London, United Kingdom: Zed Books. (Chapter 2-3)

Gilligan, James, 2001. *Preventing Violence*. New York, NY: Thames and Hudson. (Chapters 1 & 2 only)

Schrock-Shenk, Carolyn (Editor), 2000. *Mediation and Facilitation Training Manual: Foundations and Skills for Constructive Conflict Transformation (4th Edition)*. Akron, PA: Mennonite Conciliation Service, Mennonite Central Committee. (A number of articles from this book are found in your course reader. See table of contents in reader for details.)