

Pathways to Peace

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Livonia Citizens for Peace



WONAŠAKE KIM SLOLYAPO
WONAHAWLA ME E
HEHAKA SAPA

KNOW THE POWER
THAT IS PEACE

BLACK RIVER



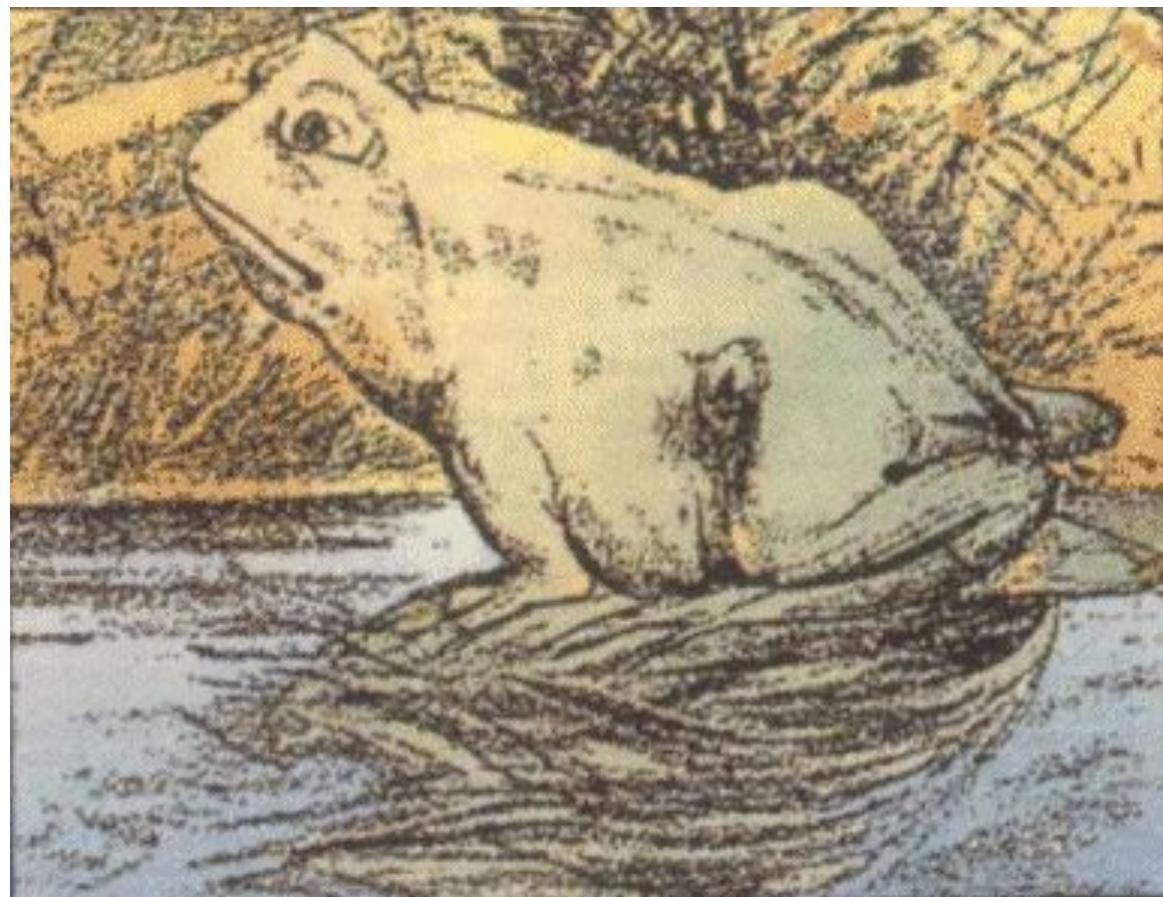
How can we embrace conflict as a pathway to peace?

Conflict is Natural

- Conflict is neither positive nor negative
- HOW we express it and/or respond to it is what matters most

A little experiment

Half the group close your eyes
(for just 5 seconds or so)



A little experiment

Now the other half of the group close your eyes
(for just 5 seconds or so)



What did you see?



Conflict is Natural



- Conflict is neither positive nor negative
- HOW we express it is what matters most

THE LITTLE BOOK OF

Conflict Transformation



Clear articulation of the guiding principles by a pioneer in the field

JOHN PAUL LEDERACH



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THE LITTLE BOOK OF Conflict Transformation

John Paul Lederach



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Conflict Transformation



Conflict transformation is to envision and respond to the ebb and flow of social conflict as life-giving opportunities for creating constructive change processes that reduce violence and increase justice in direct interaction and social structures, and respond to real-life problems in human relationships.

Dr. John Paul Lederach

Imagine conflict transformation
as a person on a journey
comprised of
head, heart, hands, and feet.



on a pathway to peace! :)

HEAD

- The conceptual view of conflict
- How we think about & prepare to approach conflict
- In the head we find the attitudes, perceptions, and orientations that we bring to creative conflict transformation.



Conflict Transformation is to envision and respond...

Envision is active, a verb.

It requires an intentional perspective and attitude, a willingness to create and nurture a horizon that provides direction and purpose.

A transformational perspective is built upon 2 foundations:

- a capacity **to envision** conflict positively, as a natural phenomenon that creates potential for constructive growth, and
- a willingness **to respond** in ways that maximize this potential for positive change.



Conflict Transformation is to envision and respond...

The key to transformation is a proactive bias toward seeing conflict as a potential catalyst for growth.



Respond suggests that vision must result in **action**, engaging the opportunity. The tilt is toward involvement.

Both foundations -- *envision and respond* -- imply a certain level of "head" work. They represent the ways we think and orient ourselves as we approach the conflicts in our lives, relationships, and communities.

...to the ebb and flow of conflict

We often see conflict in its peaks and valleys -- or a singular peak, a particular iteration or repetition of a conflict episode.

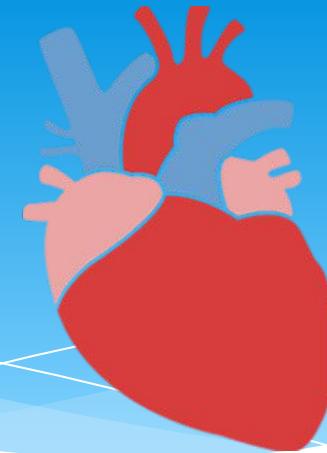
A transformational perspective, rather than looking at a single peak or valley, views the entire mountain range.



A transformational approach seeks to understand the particular episode of conflict not in isolation, but as embedded in the greater pattern.



HEART



The heart is the center of life in the human body.

Figuratively, it is the center of our emotions, intuitions, and spiritual life.

This is the place from which we go out and to which we return for guidance, sustenance, and direction.

The heart provides a starting and a returning point.



...respond to real-life problems in human relationships

Biologists and physicists tell us that life itself is found less in the physical substance of things than in the less visible connections and relationships between them.

Similarly, in conflict transformation relationships are central.

Like the heart in the body, conflicts flow from & return to relationships.



...respond to real-life problems in human relationships

To encourage the positive potential inherent in conflict, we must concentrate on the less visible dimensions of relationships, rather than concentrating exclusively on the content and substance of the fighting that is often much more visible.



...as life-giving opportunities

Conflict flows from life.

It provides opportunities to grow and to increase understanding of ourselves, of others, of our social structures.

Conflict also creates life:



Through conflict we respond, innovate, and change.

Conflict can be understood as the motor of change, that which keeps relationships and social structures honest, alive, and dynamically responsive to human needs, aspirations, and growth.



HANDS

Hands are the part of the body capable of building things, able to touch, feel and affect the shape that things take.

Hands bring us close to practice.

When we say "hands-on," we mean that we are close to where the work takes place.



...for creating constructive change processes

Constructive has two meanings:

- 1) its root is a verb: to build, shape, and form
- 2) as an adjective: to be a positive force

Conflict Transformation contains both these ideas.



It explicitly focuses on creating positives from the difficult or negative. It encourages greater understanding of underlying relational and structural patterns while building creative solutions that improve relationships.

It sees conflict as opportunity.

Legs and Feet

Legs and feet represent the place where we touch the ground, where all our journeys hit the road.



Like the hands, this is a point of action, where thought and heartbeat translate into response, direction, and momentum.

Conflict transformation will be only utopian if it is unable to be responsive to real-life challenges, needs, and realities.



...that reduce violence and increase justice in direct interaction and social structures

Conflict transformation views peace as centered and rooted in the quality of relationships. Both our face-to-face interactions and how we structure our social, political, economic, & cultural relationships.

Rather than seeing peace as a static "end-state," conflict transformation views peace as a continuously evolving and developing quality of relationships.

Peace work, therefore, is characterized by intentional efforts to address the natural ebb and flow of human conflict through nonviolent approaches, which address issues and increase understanding, equality, and respect in relationships.

True peace is not merely the
absence of tension:
it is the
presence
of justice.



Martin Luther King, Jr.,

At its heart, conflict transformation focuses on creating adaptive responses to human conflict through change processes which reduce violence and increase justice.



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John Paul Lederach. The Little Book of Conflict Transformation.
May 2003; \$4.95US; 1-56148-390-7. Copyright by Good Books www.goodbks.com

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How can we do that?

Dialogue

Conflict transformation suggests that a fundamental way to promote constructive change on all these levels is **dialogue**.

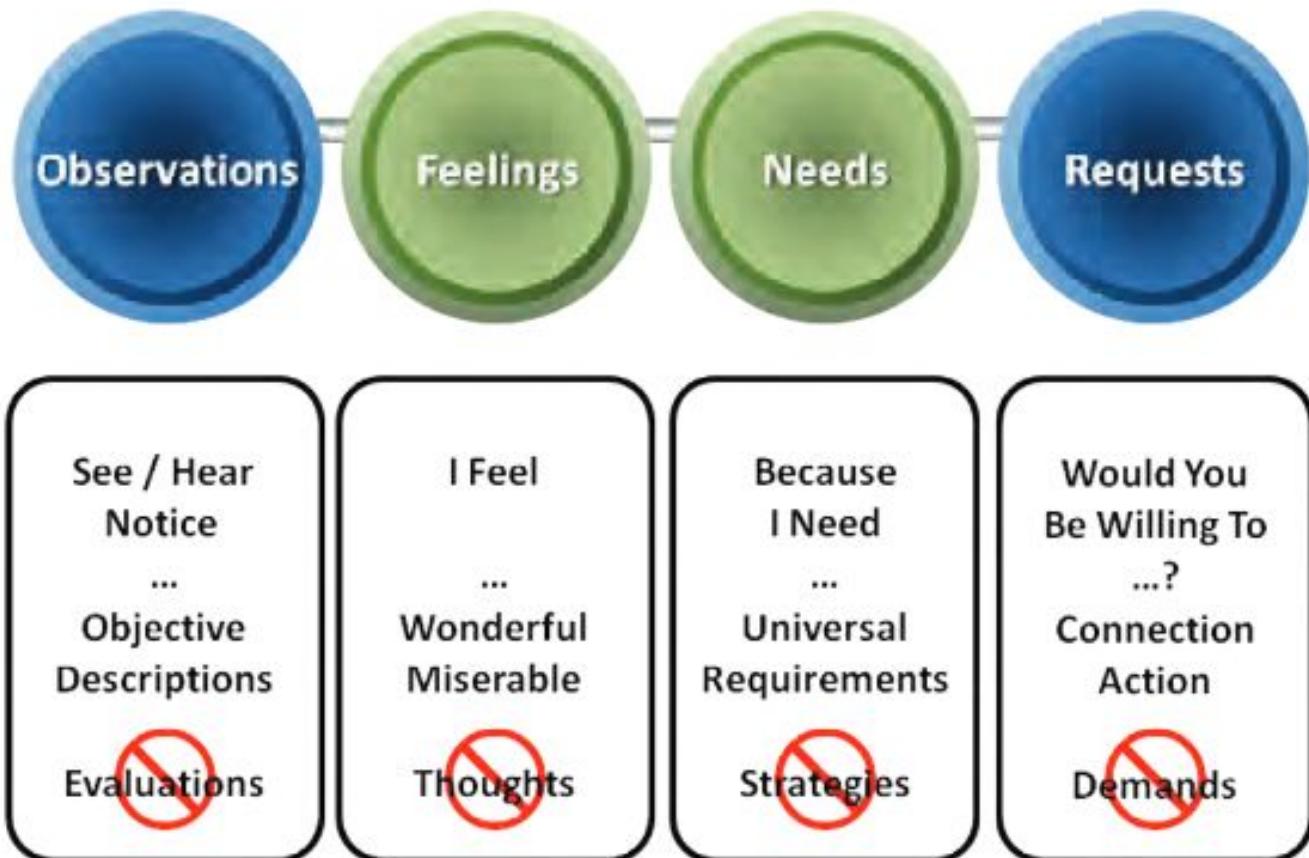
Dialogue is essential to justice and peace on both an interpersonal and a structural level.



It is not the only mechanism, but it is an essential one.

Communicating Carefully

For
example
NVC



LISTENING & RESPONDING

CLARA is a useful framework for responding to questions and verbal attacks.



Listen

Listen to understand the other person's feelings and universal human needs.



Respond

Respond to the issue the person raised.
If you agree, say that.



Calm and Center
We need to internally calm and center ourselves before we can honestly be engaged in listening.



Affirm

Show you heard them; acknowledge something they said or affirm their humanity. You do not need to agree with them.



Add

This is your chance to share additional information that you want to give the person. Try to find a connection & common ground.



CLARA

CLARA

C - Calm and Center

L - Listen to Understand

A - Affirm / Acknowledge

R - Respond to the issue

A - Add additional info





Is everything OK?

What
happened?

How did
it happen?

How
do you feel about
it now?

Who did your
actions hurt?



in•ten•tion

1. a thing intended;
an aim or plan.

im•pact

2. have a strong effect
on someone or something.

@AnnickRauch

We judge ourselves by our intentions



We judge others by their impact

Unconscious Bias

The McGurk Effect



Conceptualizing ‘Bias’

Prejudice

- o a(1) :preconceived judgment or opinion
- o a(2) :an adverse opinion or leaning formed without just grounds or before sufficient knowledge (Merriam-Webster)

Bias

- o 3a :bent, tendency (Merriam-Webster)
- o 3b :an inclination of temperament or outlook; especially :a personal and sometimes unreasoned judgment : prejudice (Merriam-Webster)
- o 1: Inclination or prejudice for or against one person or group, especially in a way considered to be unfair.” (Oxford Dictionaries)
- o 1.1: A concentration on or interest in one particular area or subject. (Oxford Dictionaries)



Implicit bias refers to the attitudes or stereotypes that affect our understanding, actions, and decisions in an **unconscious manner**.

These biases, both favorable and unfavorable, are **activated involuntarily and without an individual's awareness** or intentional control. Residing deep in the subconscious, these biases are different from known biases that individuals may choose to conceal for the purposes of social and/or political correctness.

Implicit associations in our subconscious cause us to have feelings and attitudes about people based on characteristics such as race, gender, age, and appearance. These associations develop over the course of a lifetime beginning at a very early age through exposure to direct and indirect messages. In addition to early life experiences, the media and news programming are often-cited origins of implicit associations.

Implicit Bias

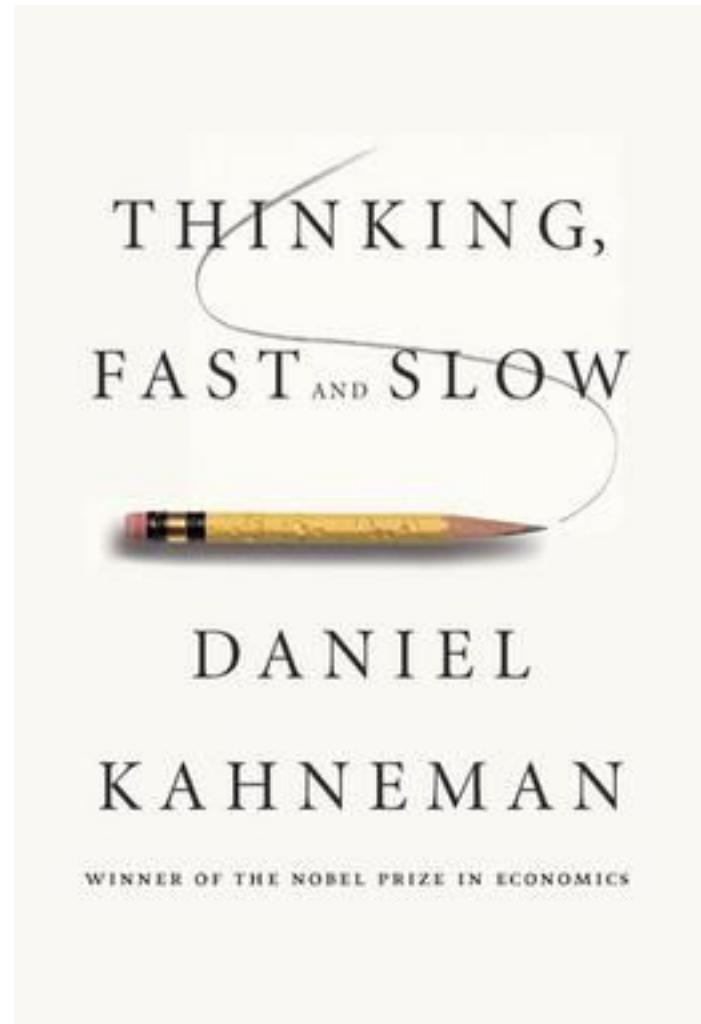
A Few Key Characteristics of Implicit Biases

- Implicit biases are **pervasive**. Everyone possesses them, even people with avowed commitments to impartiality such as judges.
- Implicit and explicit biases are **related but distinct mental constructs**. They are not mutually exclusive and may even reinforce each other.
- The implicit associations we hold **do not necessarily align with our declared beliefs** or even reflect stances we would explicitly endorse.
- We generally tend to hold implicit biases that **favor our own ingroup**, though research has shown that we can still hold implicit biases against our ingroup.
- Implicit biases are **malleable**. Our brains are incredibly complex, and the implicit associations that we have formed can be gradually unlearned through a variety of debiasing techniques.

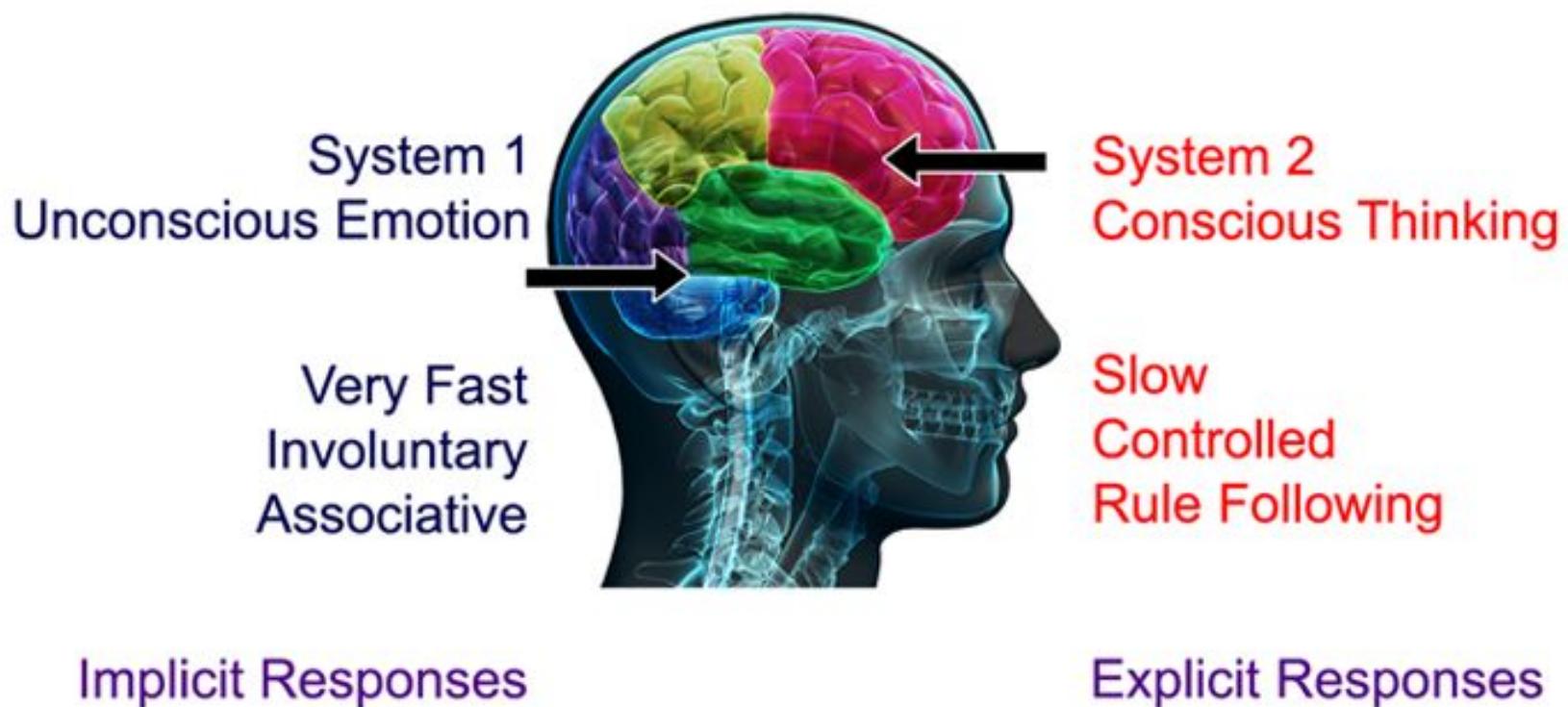
Nobel Prize winner Daniel Kahneman's decades of research shows that our brains have 2 decision-making routes:

"System 1" fast, instinctive, emotional

"System 2" slower, more deliberative, more logical



Two Decision Making Routes



Unconscious Bias

Informed by our:

- background
- experiences
- identities
- upbringing

Unconscious Bias in Infancy & Childhood

Even infants show a preference for their own racial group. In one study, 3-month-old white infants were shown photos of faces of white adults and black adults; they preferred the faces of whites. For 3-month-old black infants living in Africa, it was the reverse.

Our Biased Brains, Nicholas Kristof, New York Times 2015

Unconscious Bias in Infancy & Childhood

In another experiment, children as young as 4 were shown ambiguous photos of people who could be white or Asian.

In some, the people in the photos were smiling; in others, they were frowning. White American kids disproportionately judged that the people who were smiling were white and that those who were frowning were Asian. When the experiment was conducted in Taiwan with exactly the same photos, Taiwanese children thought that smiling faces were Asian, while frowning ones were white.

Our Biased Brains, Nicholas Kristof, New York Times 2015



Unconscious Bias & Decision-Making

vs.



Bias Based on Beverage

Our judgment of a person's character can be influenced by something as simple as the warmth of the drink we hold in our hand.

In ... the journal *Science*, Yale University psychologists show that **people judged others to be more generous and caring if they had just held a warm cup of coffee** and less so if they had held an iced coffee.

With Hot Coffee, We See a Warm Heart, Yale Researchers Find, Yale News 2008



Rainy Day Bias

Medical school interviews at the University of Toronto conducted between 2004 and 2009 revealed...

Those interviewed on rainy days received about a 1% lower score than those interviewed on sunny days.

The difference in scores was equivalent to about a 10% lower total mark on the Medical College Admission Test.

Rainy weather and medical school admission interviews
<https://www.ncbi.nlm.nih.gov/pmc/articles/PMC2789141/>

Unconscious Bias



But what if don't ever see the people
we're making decisions about?

How employers rate female and male candidates with identical résumés



Source: AAUW, *Solving the Equation*

Think you're hiring the right person? You might not be. Studies show that stereotypes and biases often lead employers to select male candidates, regardless of qualifications. #addwomen

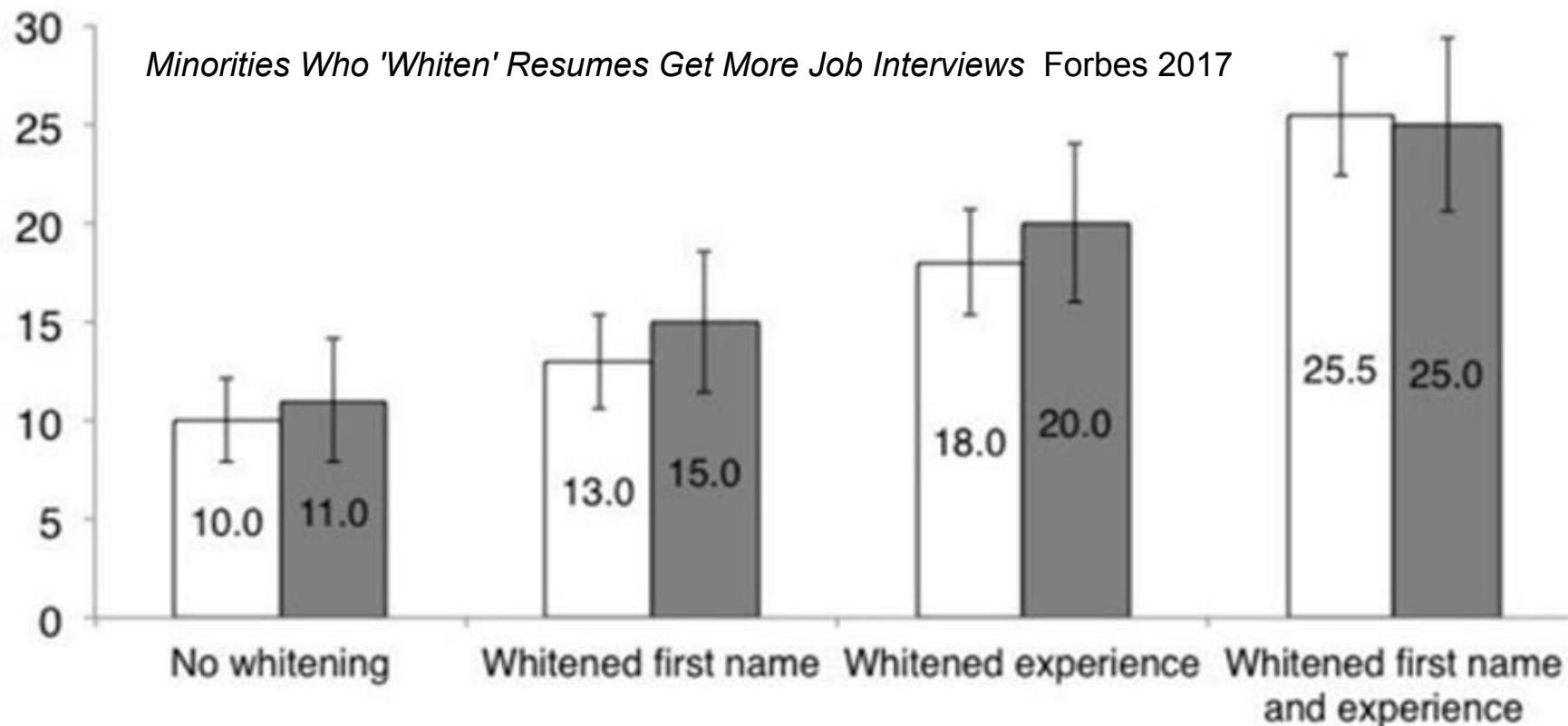


Name Bias

According to 2017 research out of Ryerson University and the University of Toronto: People with Chinese, Indian or Pakistani-sounding names were 28% less likely to get invited to an interview than fictitious candidates with English-sounding names, even when their qualifications were the same.

Another 2017 study by Harvard and Northwestern found that anti-black racism in hiring is unchanged since at least 1989. Researchers concluded that, on average, “white applicants receive 36% more callbacks than equally qualified African Americans” while “[w]hite applicants receive on average 24% more callbacks than Latinos.”

“Whitening” Resumes



- All job ads (n = 200 in each condition)
- Subsample of job ads with pro-diversity language (n = 100 in each condition)

Mitigating Bias

6 Ways to Counter Biased-Thinking

1. Recognize and accept that you have bias
2. Develop the capacity to engage in critical self-reflection
3. Practice “Constructive Uncertainty”
4. Explore awkwardness and discomfort
5. Engage with people you consider “others”
6. Ask for feedback

Adapted from Cook Ross 2014

Remember

Conflict Transformation
is to envision and respond to the ebb and flow of
social conflict as life-giving opportunities
for creating constructive change processes that
reduce violence and increase justice in direct interaction
and social structures, **and respond to real-life problems in**
human relationships.

Acknowledge & Repair Harm

- If you've caused harm, apologize.
 - Don't excuse or minimize the harm.
 - Make an effort to do better.
- When harm happens around you, notice it and take responsibility to do something.
- Consider what YOU can do to increase justice in your relationships and the relationships around you.
- What will YOU do to envision and respond to the ebb and flow of social conflict as life-giving opportunities?



The first peace, which is the most important,
is that which comes within the souls of people
when they realize their relationship,
their oneness, with the universe and all its powers,
and when they realize that at the center of the universe
dwells the Great Spirit,
and that this center is really everywhere, it is within each of us.
This is the real peace, and the others are but reflections of this.
The second peace is that which is made between two individuals,
and the third is that which is made between two nations.

But above all you should understand
that there can never be peace between nations
until there is known that true peace, which, as I have often said,
is within the souls of men.

~ Heȟáka Sápa (Black Elk)