

Introduction to Community-Based Peace Making Tobacco Task Force Meeting

AUGUST 20TH, 2021



Introduction to Community-Based Peace Making

Objectives

- To explore the field of alternative dispute resolution
- To explore samples of cultural-based processes
- To explore and understand actions that can lead to resolutions





Indigenous Principles

The fundamental ideals of Indigenous ways of relating:

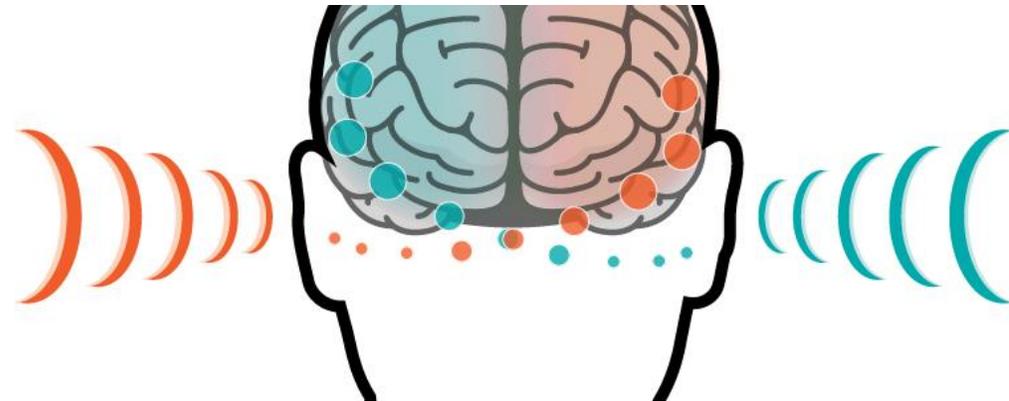
- Desire for harmony in all relations and relationships
- Respect for the freedom and autonomy of self and others
- Respect for the integrity of the individual
- Respect for the integrity of the collective whole
- Caring and regard for the dignity of the human person
- Truth and honesty in inter-relating

Divergent Views

- Western thought has been primarily focused on resolving the immediate issues at hand, which does not necessarily mean long-term peace and harmony. Practitioners are instructed to be as neutral as possible when engaging the parties. Several aspects fit well with indigenous cultures, but others do not. At the end of the day, it is a mental exercise that can be concluded by “what do you think?”
- Indigenous peacemaking is based on the view that there are original directions or teachings that we have been given on how to conduct ourself as we proceed in life. When these instructions are followed all life flows in rhythm. When they are not, there is an imbalance and a falling out of order is set into motion in the physical and spiritual realm.
- A fundamental principle is that one cannot have a dispute or conflict in only one realm without manifesting themselves in both. Therefore, when resolving disputes, both realms must be addressed. This concludes with the question “how do you feel?”

Communication Skills

- Listening is the most common form of communication
- Listening is the most important receptive skill that you can develop that will allow the building and maintaining of positive relationships. It allows you to hear at degrees/levels but will also allow you to hear yourself when you speak.



Listening

- **Listening to**

It is listening to the substance of what is being said. In this stage, you are also listening to your own thoughts, beliefs, bias, and reactions to what is being said. In the end, you are preparing yourself to respond to what **you** believe **you** heard.

- **Listening for**

This is reading between the lines of what is being said or decoding the message. You are listening for the person's needs, concerns and fears. These are the drivers of the dispute. This process is difficult, as it requires personal discipline to sort of the issues, putting your own views aside.

Listening

- **Conscious listening**

This is the art of listening with all of your senses. It includes listening for what is being said but, allows you to see the entire picture. It enables you to sense change and shifts as well as all movements. Hear the tones of the voice when functioning in this mode, it encourages and provides the total environment for people to provide all relevant information to assist in the resolution of the conflict.

- **Spiritual Listening**

This is doing all of the above. Now you are able to feel and sense what will be spoken and hearing the solutions.

Causes of Disputes/Conflicts

1. Conflict occurs when two or more parties have interests that, to a degree are, or are perceived to be, in competition.
2. Dispute is when the competing interests reach a point that they begin to negatively impact the work and/or relationships.

Samples of Source of Conflict

Relationships

- Ineffective communications
- Past negative experiences
- Expectations

Values

- Belief systems
- Just and unjust
- Right and wrong



Costs of Disputes

The cost of disputes within our First Nation has been increasing steadily over the past few decades.



- **Financial** → dollars and cents
- **Opportunities** → advancement & diversion of resources
- **Time** → human resources
- **Relationships** → negative impact
- **Personal** → body/mind/spirit

Impact of a Dispute

- When a dispute takes place, it spreads out if not resolved as quickly as possible
- People relay to other people what occurred basically, trying to get others on their side
- A dispute can move far and wide not just in the family, but in the workplace or community



Tips for Better Communications

1. Adopt a positive attitude.
2. Be responsive.
3. Shut out distractions.
4. Listen for the speaker's purpose.
5. Look for the signals of what is to come.
6. Look for summaries of what has gone before.
7. Evaluate the supporting materials.
8. Look for non-verbal clues.

*Spend couple of minutes of reflection on what level you believe your listening skills function



Feedback

How did you feel about the introduction to peace making?

