

Conflict Transformation

RMT WORKSHOP
13TH MAY 2021



Arundhati Roy's famous quote is:
"Another world is not only possible, she is on her way. On a quiet day, I can hear her breathing."



Call to Peacemaking...

**Blessed are the
Peacemakers, for
they shall be called
the children of God**

(Matthew 5:9)

Jesus replied: "Love the Lord your God
with all your heart
and with all your soul
and with all your mind.' This is the
first and greatest commandment.
And the second is like it:
'Love your neighbour as yourself.'
All the Law and the Prophets hang on
these two commandments."

Matthew 22:37-40

Compassion hurts. When you feel connected to every thing, you also feel responsible for everything. And you cannot turn away for destiny is bound with the destinies of others. You must either learn to carry the universe or be crushed by it. You must grow strong enough to love the world, yet empty enough to sit down at the same table with its worst horrors. ~ Andrew Boyd.

- We are Peacemakers
- We are disruptors to the Status Quo
- Peace is built on the principle of love proactively pursued in the personal, communal and global spheres.

Entering conflict



Understanding Conflict

- ▶ “Two or more individuals/groups with incompatible or seemingly incompatible goals, or strategies to reach the same goal”
- ▶ Conflict is neither good nor bad.
- ▶ It is a sign of diversity.
- ▶ Opportunity vs Risk: What we do with conflict either escalates it to violence or isolation or transforms it to help all involved to place of peace where all can do well

Conflict: Risk or Opportunity



- ▶ Violence (Direct, Cultural, Structural)
- ▶ Factors of 'Power Over' & Fear
- ▶ Division, brokenness, pain, fear, damage

▶ **All are diminished**

- ▶ Shalom (Inner, Interpersonal, Social)
- ▶ Courage to Risk Vulnerability
- ▶ Wholeness, unity (community), wellbeing

▶ **All can flourish**

Conflict management focuses on providing tools to mitigate any negative effects of unresolved conflict.



Conflict resolution focuses on providing creative solutions through providing opportunities to meet the needs and address the interests of both sides so that both can live with the outcome. Conflict resolution aims to end undesired conflicts in a relatively short timeframe. The primary focus is on the problem or content.



Conflict transformation empowers individuals to creatively and nonviolently handle conflicts on their own while addressing changes in the surrounding system that may allow for sustained peace.



The goal of conflict transformation is peace

Shalom: 'fullness, wholeness, health, well-being, contentment, dynamic state in which a person, community, nation and world can flourish, and brokenness and divisiveness comes to an end'.



In times of fear and division



Takes
Courage

Takes Hope

Takes Faith

Analysing Conflict: The Conflict Tree

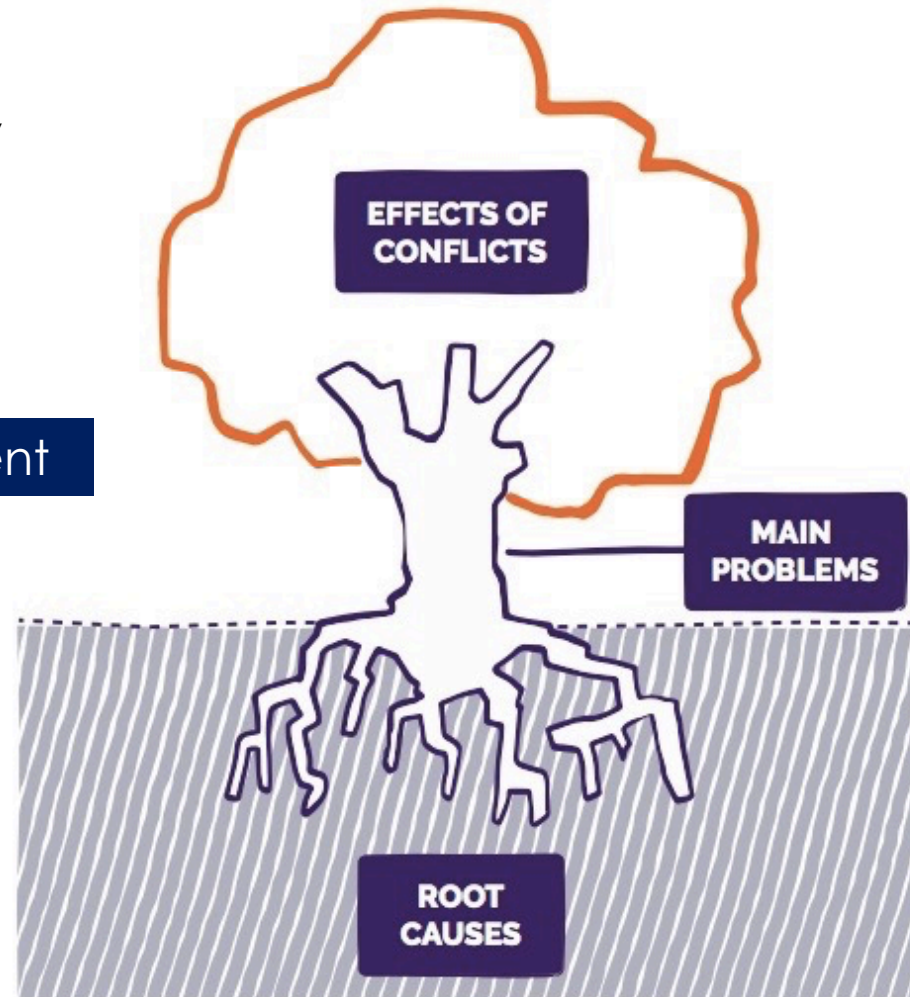
Common Effects of poorly managed or unresolved conflict:

- Division, violence, isolation, brokenness, pain, fear, damage

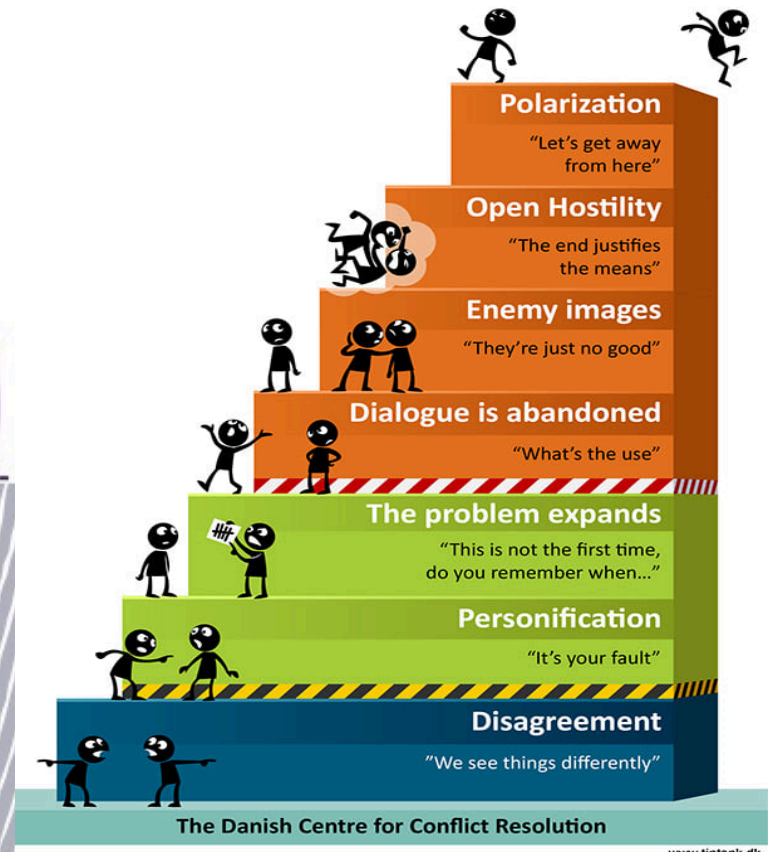
Environment

Unresolved Needs:

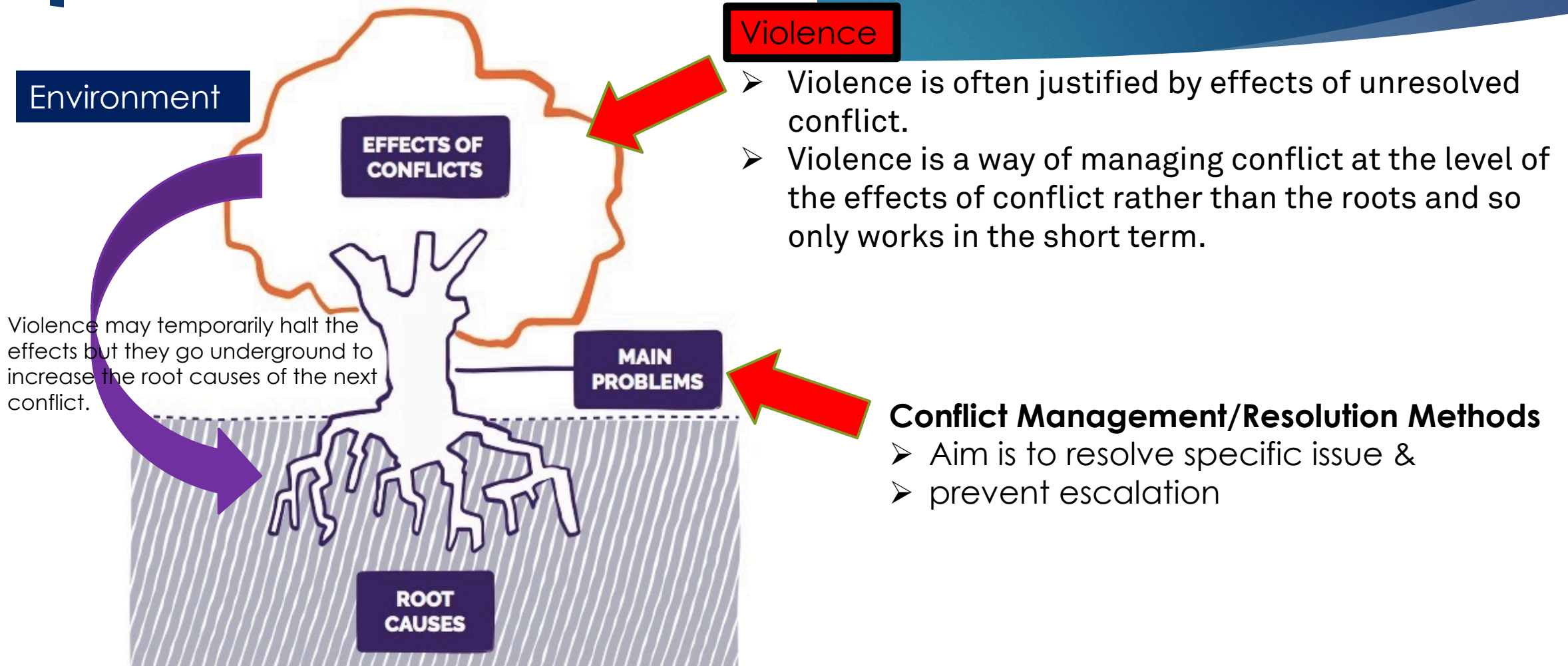
Underlying all human actions are needs that people are seeking to meet, and understanding and acknowledging these needs can create a shared basis for connection, cooperation, and more globally – peace.



CONFLICT ESCALATION



The Conflict Management Tree



Conflict Transformation: Changing the story

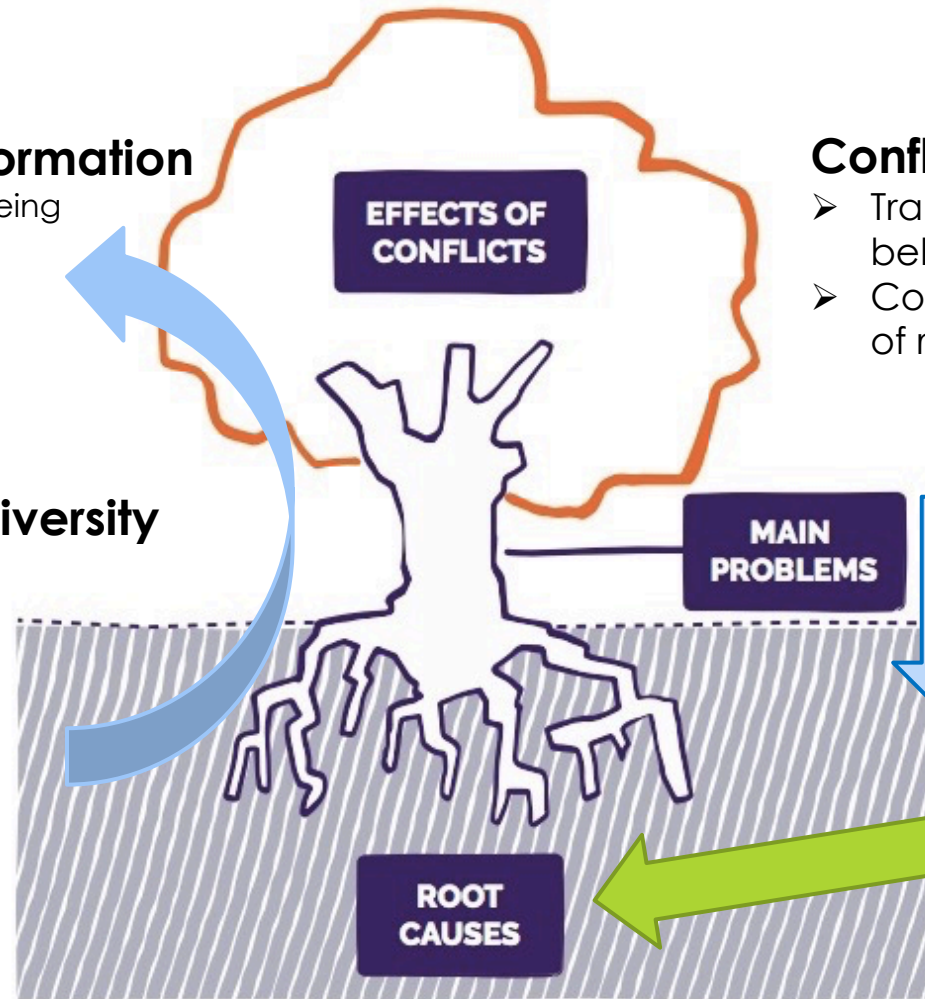
Blessings of Conflict Transformation

- Wholeness, Unity (Community), wellbeing
- All can flourish

Environment

Unity in diversity

Unmet needs now met.



Conflict Transformation

- Transforming conflict through love underpinning behaviour not fear
- Conflict has become a catalyst for deepening of relationships and growth of peace for all.

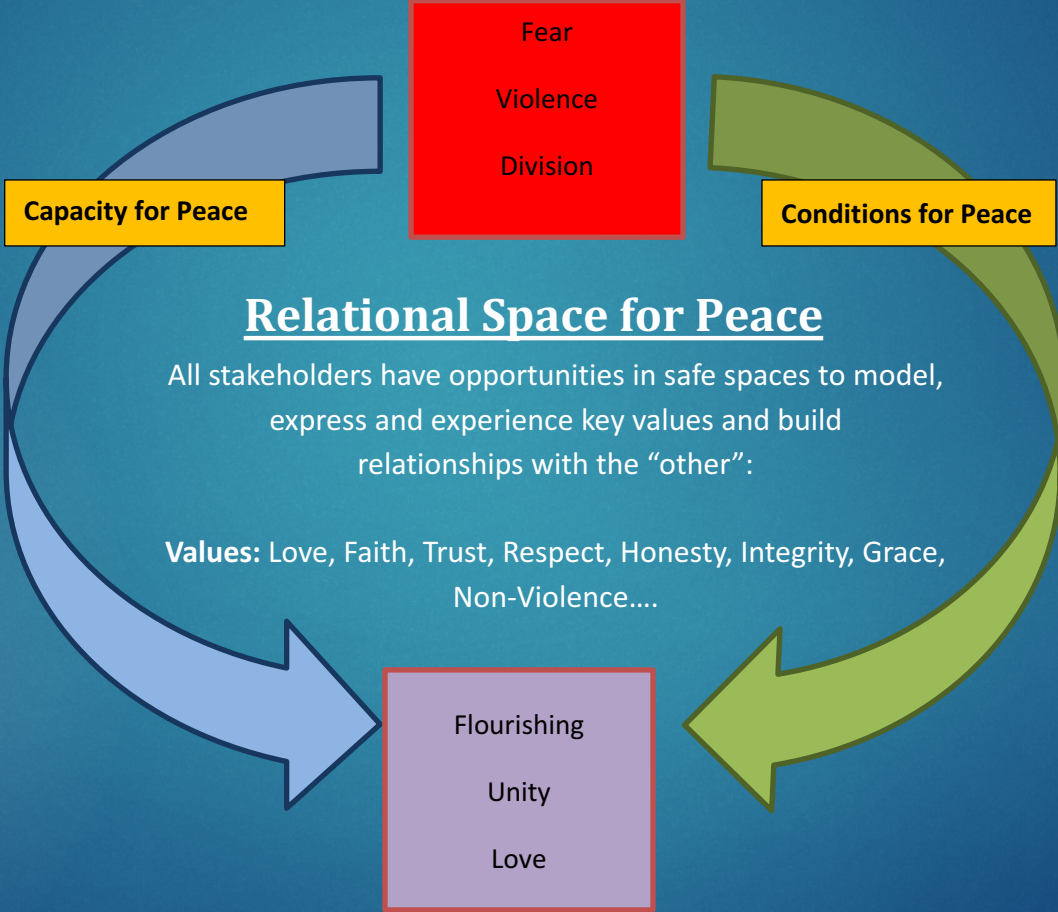
- Proactive
- Compassionate
- Listen (below the conflict)
- Acting with grace
- Inner strength is required

Conflict Transformation

Conflict Transformation Model

Empowering
Individuals &
Communities for
Peace

*Strengthen existing skills for peace and
address individual/ community barriers to
a peaceful and inclusive life*



Creating a
Society/Community of
Peace

*Strengthen existing mechanisms for, & address
barriers to, a peaceful and inclusive
society/community*

Prayer for Courage:

Courage comes from the heart
And we are always welcomed by God,
The Croi (heart) of all being.

We bear witness to our faith,
Knowing that we are called
To live lives of courage,
Love and reconciliation
In the ordinary and extraordinary
Moments of each day.

We bear witness, too, to our failures
And our complicity in the fractures of the
world.

May we be courageous today.
May we learn today.
May we love today.
Amen.

~ Padraig O Tuama, Corrymeela.



“

Reach out to those you fear
Touch the heart of complexity
Imagine beyond what is seen
Risk vulnerability one step at a time
~ **John Paul Lederach**

”

Thank you...

Carolyn Merry