

**Dispute Resolution Center
Board of Directors
Resources to Guide our Racial Equity & Social Change Next Steps**

What is this list?

Resources for people who want to do their work to discover how our experiences are entwined with systemic oppression in America, how structural racism is different than individual racism, and how we can use what privilege we have to support the fight for justice. Being antiracist is not an on and off switch or a badge you get to wear after you do something right one time. It's a process that requires showing up regularly, learning and unlearning, and a lot of self-reflection. You need a foundation of knowledge and the intention to use it. Here's what we've gathered to start:

National Association for Community Mediation (NAFCM) Hallmarks:

Community-Based (1)	A private non-profit or public agency or program thereof, with mediators, staff and governing/advisory board representative of the diversity of the community served.
Open (2)	The use of trained community volunteers as providers of mediation services; the practice of mediation is open to all persons.
Accessible (3)	Providing direct access to the public through self-referral and striving to reduce barriers to service including physical, linguistic, cultural, programmatic and economic.
Low-Cost (4)	Providing service to clients regardless of their ability to pay.
Inclusive (5)	Providing service and hiring without discrimination on the basis of race, color, religion, gender, age, disabilities, national origin, marital status, personal appearance, gender identity, sexual orientation, family responsibilities, matriculation, political affiliation, source of income.
Timely (6)	Providing a forum for dispute resolution at the earliest stage of conflict.
Innovative (7)	Providing an alternative to the judicial system at any stage of a conflict.
Outcome-Oriented (8)	Initiating, facilitating and educating for collaborative community relationships to effect positive systemic change.
Newsworthy (9)	Engaging in public awareness and educational activities about the values and practices of mediation.

Dispute Resolution Center Board of Directors

NAFCM “Rise Up” Statement:

Not being able to breathe did not begin this week, many have not been able to breathe for centuries in our country. Incarcerating hundreds of thousands of Americans has not led to the end of crime, the arrest and persecution of a single officer will not resolve the issue of systemic racism or institutional violence against people of color, especially Black Americans, in the United States. Instead, we are called to take this moment with eyes wide open and step forward and help create the change we need.

As community mediators we are committed to Hallmark 8 and are called to initiate, facilitate and educate for collaborative community relationships to effective ***positive systemic change***. This requires us to be self-reflective, empathetic, curious; and to recognize that we are all connected in an inter-relational web. Embracing our role in that web is an essential first step in the process of systemic reformation and transformation.

This is an opportunity to rise up, stand together and claim with **hope** our mutual responsibility and accountability to hold that space to be brave for ourselves, and others, and create a new institutional culture.

For inspiration, go [here](#) to watch and listen to the music video, Rise Up by the Avey Grouws Band.

Please consider donating to NAFCM so that through the national lens we may continue to support and provide hope to our members who are creating space for local efforts, seizing this opportunity for change.

Mediator Model Standards of Conduct:

STANDARD I. SELF-DETERMINATION

STANDARD II. IMPARTIALITY

STANDARD III. CONFLICTS OF INTEREST

STANDARD IV. COMPETENCE

STANDARD V. CONFIDENTIALITY

STANDARD VI. QUALITY OF THE PROCESS

STANDARD VII. ADVERTISING AND SOLICITATION

STANDARD VIII. FEES AND OTHER CHARGES

STANDARD IX. ADVANCEMENT OF MEDIATION PRACTICE

Dispute Resolution Center Board of Directors

Articles:

[“Racism Defined”](#) by Dismantling Racism Works

[“Welcome To The Anti-Racism Movement — Here’s What You’ve Missed”](#) by Ijeoma Oluo

"[Why the CVS Burned](#)" by Louis Hyman

"[How to Make this Moment the Turning Point for Real Change](#)" by Barack Obama

"[A Very Abbreviated History of the Destruction of Black Neighborhoods](#)" by Gabrielle Bruney

"[The Subtle Linguistics of Polite White Supremacy](#)" by Yawo Brown

"[Amy Cooper, White Spaces and the Political Project of Whiteness](#)" by Lara Witt

"[The Case for Reparations](#)" by Ta-Nehisi Coates

"[How to Talk to Your Family About Racism on Thanksgiving](#)" by Rachel Elizabeth Cargle

"[White Privilege: Unpacking the Invisible Knapsack](#)" by Peggy McIntosh

"[Who Gets to Be Afraid in America?](#)" by Dr. Ibram X. Kendi

"[America’s Racial Contract Is Killing Us](#)" by Adam Serwer

"[The 1619 Project](#)" (series of articles) in The New York Times Magazine

"[White Supremacy & Anti-Blackness](#)" by Dr. Nicole Caridad Ralston

Dispute Resolution Center Board of Directors

Books:

White Fragility: Why It's So Hard for White People to Talk About Racism by Robin DiAngelo, PhD

How To Be Antiracist by Ibram X Kendi

White Rage: The Unspoken Truth of Our Racial Divide by Carol Anderson

Raising Our Hands: How White Women Can Stop Avoiding Hard Conversations, Start Accepting Responsibility, and Find Our Place on the New Frontlines by Jenna Arnold out June 23, 2020

When They Call You a Terrorist: A Black Lives Matter Memoir by Patrisse Khan-Cullors and asha bandele

How To Be Less Stupid About Race: On Racism, White Supremacy, and the Racial Divide by Crystal M Fleming

So You Wanna Talk About Race by Ijeoma Oluo

The New Jim Crow: Mass Incarceration in the Age of Colorblindness by Michelle Alexander

White Tears, Brown Scars: How White Feminism Betrays Women of Color by Ruby Hamad

The End of Policing: How the police endanger us and why we need to find an alternative by Alex S. Vitale

The Color of Law by Richard Rothstein

Dispute Resolution Center Board of Directors

A Transformational Approach to Conflicts Between Police, Demonstrators, and Communities of Color

By Kenneth Cloke, www.kencloke.com

Police everywhere receive extensive training in using rifles, pistols, tasers, and clubs. How much training do they receive in non-violent communication, de-escalation, collaborative negotiation, and mediation?

Every officer learns to use violence and the martial arts. How many learn empathy, compassion, and emotional intelligence?

Police in all communities are taught to recognize and respond to aggression, but how many are taught to recognize and respond to systemic racism or sexism? How many know how to express empathy, or when to refuse an order, or how to apologize or forgive? All are trained in the letter of the law, but how many understand its spirit, or its relationship to justice?

Throughout history, police have played mixed and complex roles. One has been to maintain “law and order,” which has meant keeping Blacks and Browns, feminists, gays, organized labor, and all discriminated and oppressed people in their place -- quiet, subordinate, and obedient to those who stand over and above them, by periodically applying a knee to their necks.

It is time to take a transformational, systemic approach to chronic conflicts between police, political demonstrators, and communities of color. What might this approach look like?

There have been numerous calls to abolish or defund police departments, but it is not entirely clear what this would entail, other than rebuilding, as in Camden, New Jersey. A *transformational* approach to policing would seek to:

- Strengthen non-violent communication, collaborative negotiation, and mediation skills, with a focus on prevention;
- End mass incarceration and imprisonment through house arrest and “pay for law-abiding” programs;
- Decriminalize sex work, addiction, homelessness, drug use, and consensual, victimless “crimes”;
- Provide counseling, housing, community-based drop-in centers, integrated assistance, and social and health services for those in need;
- Adopt a non-confrontational, constitutionally supportive approach to political demonstrators, rather than banning, blocking, beating, or tear-gassing them, which routinely *provokes* violence rather than preventing it;
- End the use of police to dominate and suppress those who object to being discriminated against and treated unfairly by protecting and taking the side of those who discriminate;
- Defund and dismantle the war culture and weaponry of police departments, which treats demonstrators and communities of color as the enemy, and support peace-building and de-escalation.

Dispute Resolution Center Board of Directors

As mediators, dialogue facilitators and conflict resolution systems designers, we have had decades of experience addressing these issues in a variety of settings, and can propose options, based on these experiences. For example, here are ten:

1. That *all* police and community leaders be trained in non-violent communication, collaborative negotiation, public dialogue facilitation, and restorative justice -- and paid to mediate disputes, rather than assume that violence is the only method for solving problems;
2. That police and cities publicly apologize for past incidents of racial discrimination, and for failing to listen to and negotiate with demonstrators and minority communities before resorting to unnecessary force, violence and coercion;
3. That police and cities invite the public to participate in regular facilitated dialogues on police/community relations to discuss what has happened in the past and invite recommendations for change;
4. That cities create multi-stakeholder "Blue Ribbon" commissions and on-going police review boards, and work with police unions to assess what has happened in police/community relations and why, and correct it;
5. That police and cities declare a policy of using violence only as a last resort, disarm patrol officers, and commit publicly to first and primary use of non-violent methods;
6. That police and cities recognize the need to develop a completely different culture, approach, and attitude toward policing that is less confrontational and discriminatory toward communities of color, and more collaborative, humane, and egalitarian;
7. That all cities establish, increase funding, and prioritize programs in restorative justice, victim/offender mediation, and community mediation;
8. That all police teams include at least one "good cop" who has been extensively trained in mediation, negotiation, and the art of listening;
9. That community mediation programs be funded to train police and other city departments in bias, prejudice, and stereotyping; and to build the skills and capacities of social justice organizations, community policing programs, police review boards, and neighborhood watch participants in conflict resolution, consensus building and problem solving;
10. That cities initiate a conflict resolution systems design process to identify the sources of chronic conflict involving the police and criminal prosecution, and propose alternatives, such as mediation, restorative justice, sentencing circles, and Multi-Door Courthouses.

These are just a few ideas out of hundreds that might emerge from police/community dialogues. What matters now is that we take advantage of this opening to change and propose new ways of extending egalitarian, democratic, *mediative* principles to the entire

Dispute Resolution Center Board of Directors

system and culture of policing. To do so, we require sustained efforts at improvement, the election of courageous political leaders from top to bottom, and a determination to build the skills we all need to build an authentic, substantive, engaged and humane democracy.

Webinar Links

In part because of the Coronavirus, I have continued to be on lots of podcasts and webinars talking about the pandemic and conflict resolution – here are a few links:

1. International Academy of Mediators: <https://www.dropbox.com/sh/0fyv8y3xmjlu93c/AADJqIvIiUKZff7AINxjngiKa?dl=0>
2. Charles Crumpton Group:

https://zoom.us/rec/share/tcBVN7qt0FxFLfqPisgbBW7IwIJ_uaaa8hCAbqPQExEv6-KGoYXEANMQSvAEDLqDy

1. Justin Lewis, The Hard Thing Podcast:
2. Edinburgh Talk on Pandemic, Climate Change and Spirituality with Alistair MacLeish and John Sturrock:

https://youtu.be/iI_nZvE5I2o

1. **Richard Heller Podcast:**
2. **Amsterdam Podcast: (part is in Dutch)**

Luister hier naar de tweede podcast.

1. **Brief Interview clips with MBB's DPACE (Democracy-Politics and Conflict Engagement) Project:**
2. **Geneva Webinar – Large Group Multi-Stakeholder Consensus Building Processes:**

Session 1: https://zoom.us/rec/share/6ZJ6C5HXrG5OeoH11huGfa0RF4DsT6a80CYb_Pden0fwaQIji-yaZuNLU5Zd40Y9

Access Password: CSMC

Session 2: https://zoom.us/rec/share/_sNxJO-syDJlcvBw13cXpUGPrW1T6a8hCAZ-flInRpTc5O15to5Svg5dxMU1_ky.

Access Password: CSMC-KC2

Session 3:

https://zoom.us/rec/share/tM5vLpz2yX9JTNbV5WGAfb4uOKTbaaa8gSIb_PQEyxm5psjzJ10b4AyT-2WFdYI5

Access Password: CSMC-KC3

Session 4:

https://us02web.zoom.us/rec/share/vu1IPYr72EFJAZXK2B_FALEsG5-0aaa81nJP_qAFmE7TRw2gboh1q71Vg6yah2kG

Access Password: CSMC-KC-04.

Dispute Resolution Center Board of Directors

Fresh Quotes

Finally, here is a few nice quotes I thought you might enjoy – wishing you a wonderful, healthy summer!

“As far as the education of children is concerned I think they should be taught not the little virtues but the great ones. Not thrift but generosity and an indifference to money; not caution but courage and a contempt for danger; not shrewdness but frankness and a love of truth; not tact but love for one’s neighbor and self-denial; not a desire for success but a desire to be and to know.”

Natalia Ginzburg

“The note of hope is the only note that can help us or save us from falling to the bottom of the heap of evolution, because, largely, about all a human being is, anyway, is a hoping machine”

Woody Guthrie

“Sometimes, when a Person feels Anger, everything seems simple and obvious. Anger puts things in order and shows you the world in a nutshell; Anger restores the gift of Clarity of Vision, which it’s hard to attain in any other state.”

Olga Tokarczuk

“I believe that true democracy can only be an outcome of nonviolence.”

Gandhi

“Of all the forms of inequality, injustice in health care is the most shocking and inhumane.”

Martin Luther King, Jr.

“For nothing in the world is it worth turning one’s back on what one loves.”

Albert Camus

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