

## CRC Themes

CRC's work is organized around the following themes:

**Cooperation** skills are essential in today's collaborative school and workplace environments. CRC cooperation activities build group spirit, support team building, and help participants learn the skills they need to work together towards positive common goals.

**Communication** skills are fundamental to productive interactions. CRC communication activities provide practice and develop skills in listening, speaking, and observation. CRC's high-participation, interactive approach develops oral language skills while literacy connections support reading and writing.

**Affirmation** builds on cooperation and communication to help participants feel positive about themselves and others. CRC's approach validates each individual's contribution and highlights strengths and commonalities.

**Conflict resolution principles** frame conflict as an expected, natural part of life and a pathway to growth, learning, and connection. CRC conflict resolution activities help participants expand their "toolbox" of strategies for responding to conflict. Skills include de-escalating conflict, looking at others' points of view, and developing win-win/fair-fair solutions.

**Bias awareness** is key in understanding and responding to conflict. CRC activities create a safe environment in which participants explore and celebrate their cultures; examine personal, cultural, and institutional forms of bias; and develop strategies to effectively respond to bias.

**Creative problem-solving** skills enable participants to generate creative solutions to conflict. CRC problem-solving activities develop critical thinking capabilities for fluency, flexibility, and elaboration as well as creativity and imagination.

**Mediation** is an approach in which facilitators help those in conflict communicate about the problem and develop creative solutions. CRC has helped many schools establish peer mediation programs, an approach shown to be useful in improving school climate and reducing disciplinary referrals.

**Creative responses to bullying** incorporate a range of strategies appropriate to a wide variety of bullying situations. CRC's holistic approach takes into account the needs of bullies, those they bully, and bystanders as well as issues of power imbalance and bias. Both prevention and intervention are addressed.