

Creative Response to Conflict 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 foster skills in listening, speaking, and observation. CRC's participatory and 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.

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.

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.

Mediation is an approach in which facilitators help those in conflict communicate about a 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 Response to Bullying incorporates 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.

Restorative Practices are intervention measures CRC uses to create and sustain supportive environments. Our staff practices and teaches circle-keeping to build empathy and community, encourage growth and self-awareness, and prevent and repair harm.