## CONFLICT ENGAGEMENT AT UBC

A First Gathering and Working Session  $\label{eq:July 27th} \text{July 27th}, \, 2017$ 

### WHAT IS CONFLICT?

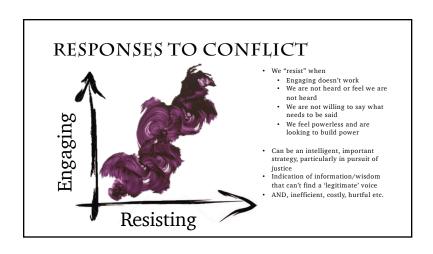


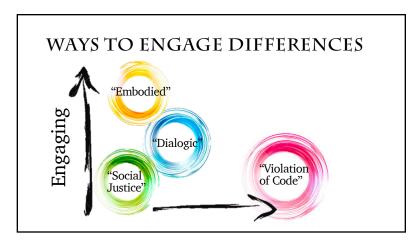
- · Difference that matters
- Difference that mobilizes our emotional resources
- Becomes a dividing line between "us" and "them", or between competing claims over fairness, law or morality
- Strong sense of right and wrong
- Natural, normal, unavoidable
   Academic DNA, Diversity,
- Societal background

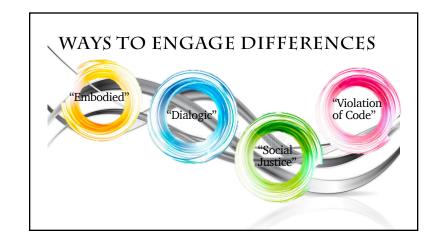
  Destructive AND transformative
- · Individual AND collective

#### **CONFLICT ESCALATES** 1. We are different. We believe differently. 7. What you are 10. You are evil. 9. You are less We are right. 4. You are a less adequate than human. version of what we are. 6. We are in fact 3. We are right and what you say you are. you are wrong 11. You are demonic. 5. You are not 8. You are so wrong what you say that you forfeit ordinary rights. you are.

#### CONFLICT ESCALATES Psychological Withholding Dialogue and debate violence Passive-aggressive Information Shunning Behaviour Excluding Physical violence Barbed jokes Building Gossip alliances Retreating Discriminating Resignation ${\rm ``Microaggressions''}$ into "isms Communication Sarcasm Making Harassment "Wars" breakdown Legal battles excuses Going to the Filing complaints Not showing Ignoring emails Dean/Head up to Going on strike meetings Creating Resorting to Asking to be bottlenecks email moved or reassigned









# WHAT DO WE WANT FROM CONFLICT ENGAGEMENT?



- End Abuse, Get better at Conflict.
- Use conflict as fuel for learning, personal growth, institutional transformation.

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