

## Appendix C

| <b>Leverage Point</b>   | <b>Impact Score</b> | <b>Feasibility Score</b> | <b>Total Score</b> |
|---|---------------------|--------------------------|--------------------|
| Clarifying and advertising what conflict engagement looks like at UBC (What's on the menu?) | 22                  | 19                       | 41                 |
| Building capacity of leaders as they enter new positions                                    | 17                  | 12                       | 29                 |
| Community of practice of folks working on conflict engagement                               | 16                  | 13                       | 29                 |
| Increase in self-awareness and awareness of others  | 12                  | 11                       | 23                 |
| Get this conversation on the President's and Executives' radar                              | 12                  | 10                       | 22                 |
| Looking for the "moments" of communication where there will be an "opening" to students     | 9                   | 10                       | 19                 |
| Identifying who the influencers are   | 12                  | 5                        | 17                 |
| Community of practice for coaches   | 6                   | 10                       | 16                 |
| Identifying policies causing conflict between students/faculty and changing them            | 14                  | 2                        | 16                 |
| Make the competency to deal with conflict a performance measure                             | 13                  | 2                        | 15                 |
| Supervision of grad students a motivation for faculty                                       | 10                  | 5                        | 15                 |
| After care/restoration/reintegration back into community (after disciplinary action)        | 7                   | 8                        | 15                 |
| Build + communicate value proposition for engaging in conflict                              | 12                  | 3                        | 15                 |
| Onboarding of staff + faculty to include training on courageous conversations               | 8                   | 5                        | 13                 |
| Peer mediation centre   | 6                   | 3                        | 9                  |
| Engaging with Indigenous colleagues and others who are not here                             | 7                   | 2                        | 9                  |
| Reframing of conflict   | 7                   | 2                        | 9                  |
| Mentoring program for junior/women faculty  | 3                   | 3                        | 6                  |
| Link the academic freedom value to courageous conversations                                 | 4                   | 0                        | 4                  |
| Course buy-out for faculty to incentivize taking time to build these capacities             | 2                   | 2                        | 4                  |
| Building awareness at a moment of heat/value of vulnerability                               | 2                   | 1                        | 3                  |