



# BUILDING COMMON GROUND, CONFLICT RESOLUTION THROUGH AN INDIGENOUS LENS

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## SESSION OBJECTIVES

- To understand the anatomy of conflict from both native and non-native perspectives.
- To discern the difference between interests and positions.
- To discuss what it means to “get the problem to the other side of the table.”
- To gain a better sense of how conflicts may be resolved with compassion.





# WHO'S IN THE ROOM?

**What community are you from and how do you support tribal youth?**

**What is your favorite part of the work you do?**

**What is one challenge in the work you do?**

**What do you hope to gain here today?**

# TODAY'S TOPIC: GETTING TO THE ROOT OF CONFLICT

- Introduction
- The Nature of Conflict
- Positions and Interests
- Getting the Problem to the Other Side of the Table



# ▶ CONSIDERING TRAUMA

Understanding that trauma affects the human experience helps us to bring a more caring approach to our work with youth.



# CONFLICT

When you think of the word, 'conflict,' what comes to mind for you?



# ▶ CONFLICT IS LIKE A PUZZLE; THERE ARE MANY PIECES, AND MANY ARE GIFTS



- Clarification
- Understanding
- Movement
- Creativity
- Problem Solving
- Growth
- Healing
- Relationship Improvement



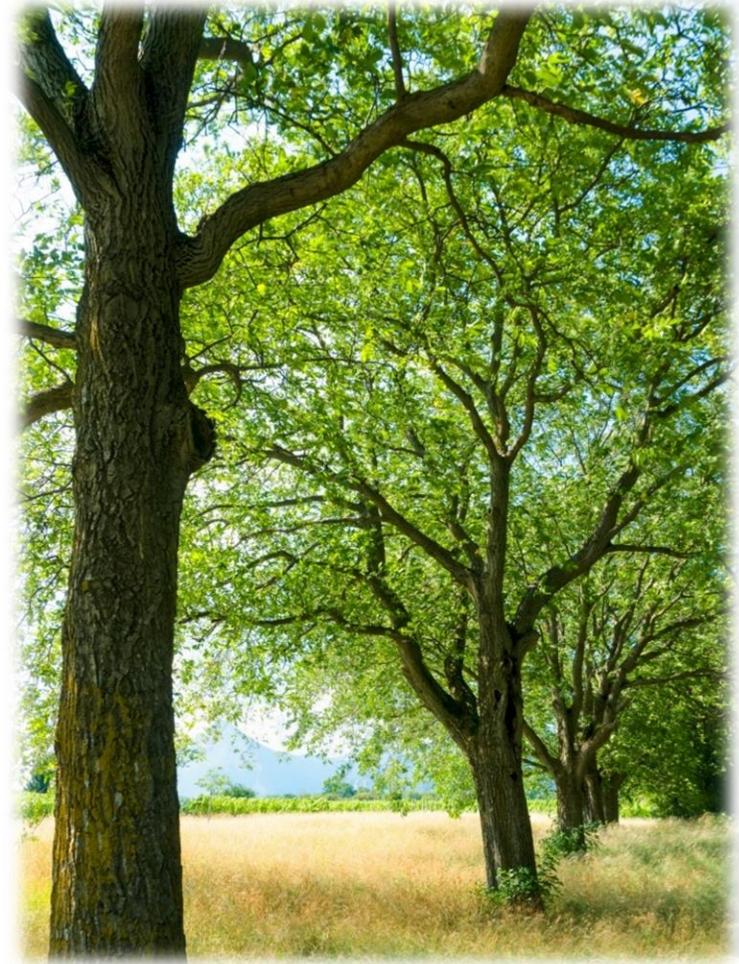
# SELF-REFLECTION: RECALL A PAST CONFLICT

- Did you have a strong stance on the matter or want a particular outcome?

*This is called a **position**.*

- What was at the root of it all for you, and what did you need?

*This is called an **interest**.*

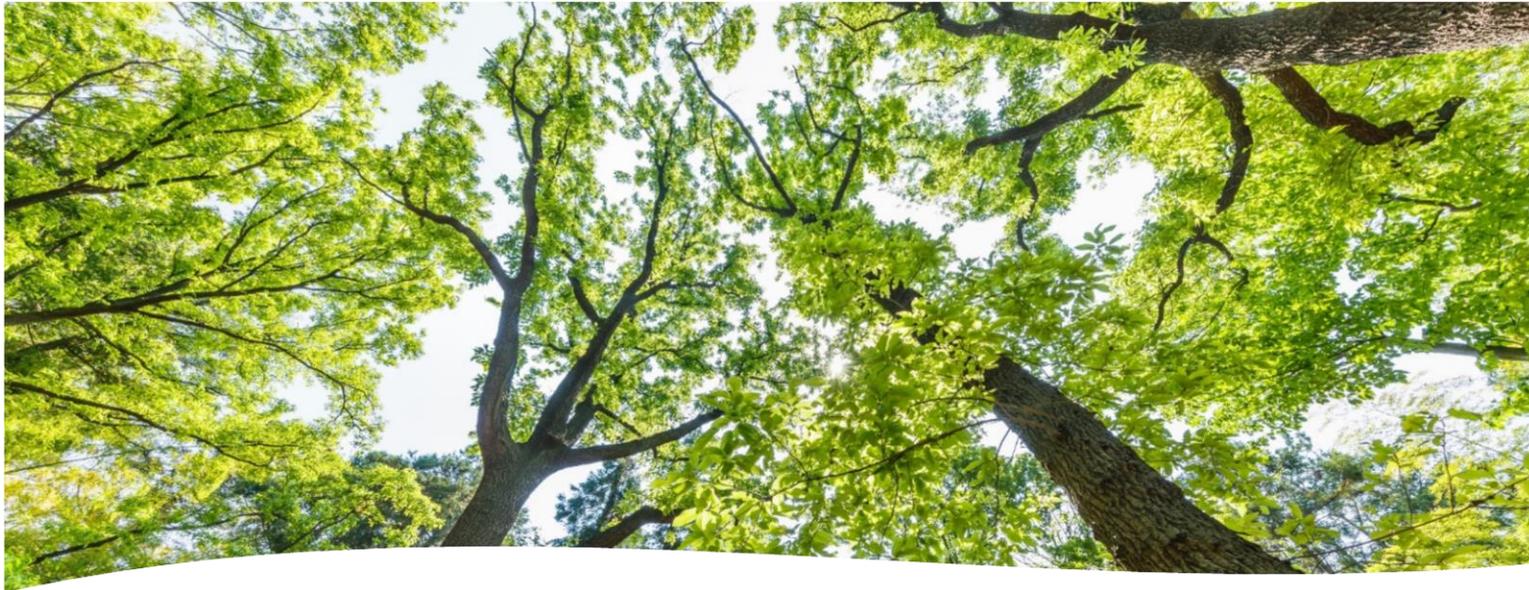


# ▶ POSITIONS

**Positions are represented by what we want, our expectation for an outcome.**

**When we are stuck on a position, we become rigid and resistant to other perspectives.**

**If we can step back from a position, we will be more flexible and open to other perspectives.**



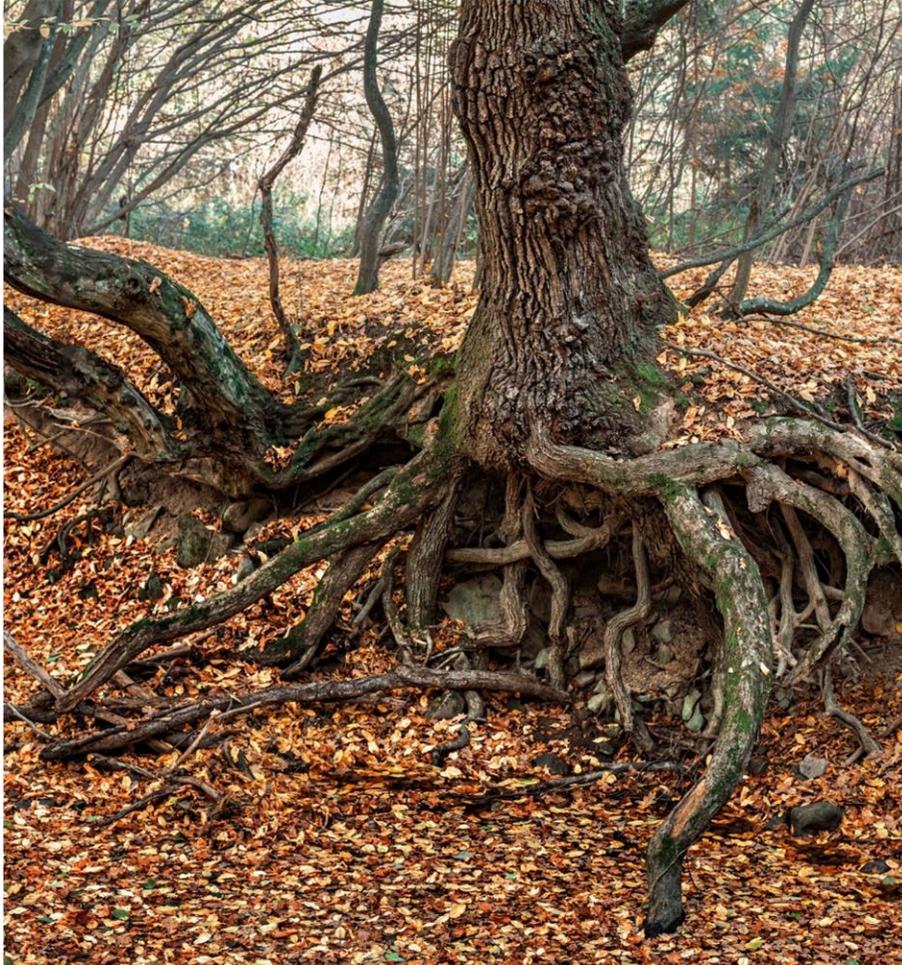
# ▶ INTERESTS



Our ***interests*** are what provide the basis for our positions.

***Interests*** are the needs that we perceive as important to meet.

Understanding ***interests*** allows us flexibility.



- Underlying our perceived need is a concern.
- Having a shared understanding of interests leads to compassion and connection.

# UNCOVERING THE ROOTS

“Maybe you are searching among the branches for what only appears at the roots.”

~Rumi



Knowing what is at the root of our conflict can springboard us into collaboration.

# ▶ RECOGNIZING POSITIONS, INTERESTS, AND ISSUES



**Positions** are expectations.

*“I expect ...”*

*“I want ...”*

*“This must happen ...”*

**Interests** are needs.

*“I need ...”*

*“I value ...”*

*“I hope ...”*

**Issues** are the concerns.

*“The problem is...”*

*“What is upsetting is...”*

*“I am afraid of...”*



## EXAMPLE OF POSITION

### **Parent Advisory Counsel- Parents with teens in transition:**

“We want teen volunteers to oversee all of the event activities for youth.”



# DIGGING DEEPER TO FIND THE INTERESTS



## Possible Interests for Parents of Transitioning Teens:

Appropriate engagement of teens transitioning to adulthood

Equitable youth activity participation

Keeping to activity timeline

Maintaining organized and focused event



## EXAMPLE OPPOSING POSITION

### **Parent Advisory Counsel- Parents with Younger Youth:**

“We will not invite transitioning teens as volunteers overseeing event activities for community youth.”

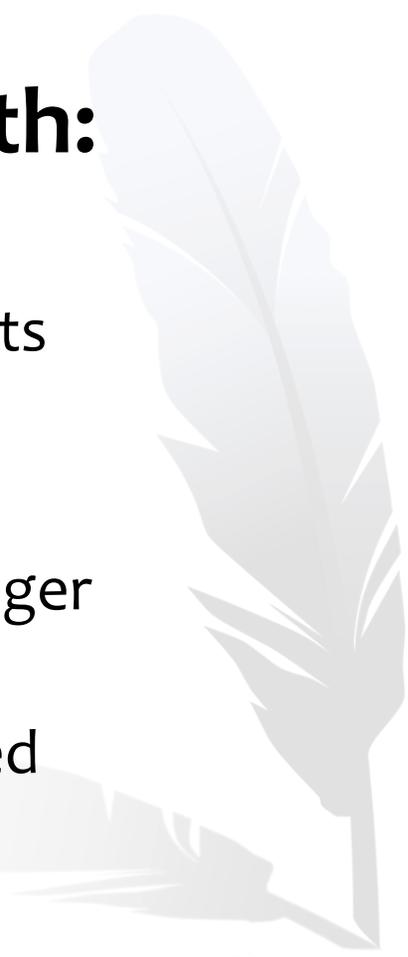


# DIGGING DEEPER TO FIND THE INTERESTS



## Possible Interests for Parents of Younger Youth:

- Safety of youth activity participants
- Appropriate engagement of teen population
- Liability of teens supervising younger youth
- Maintaining organized and focused event





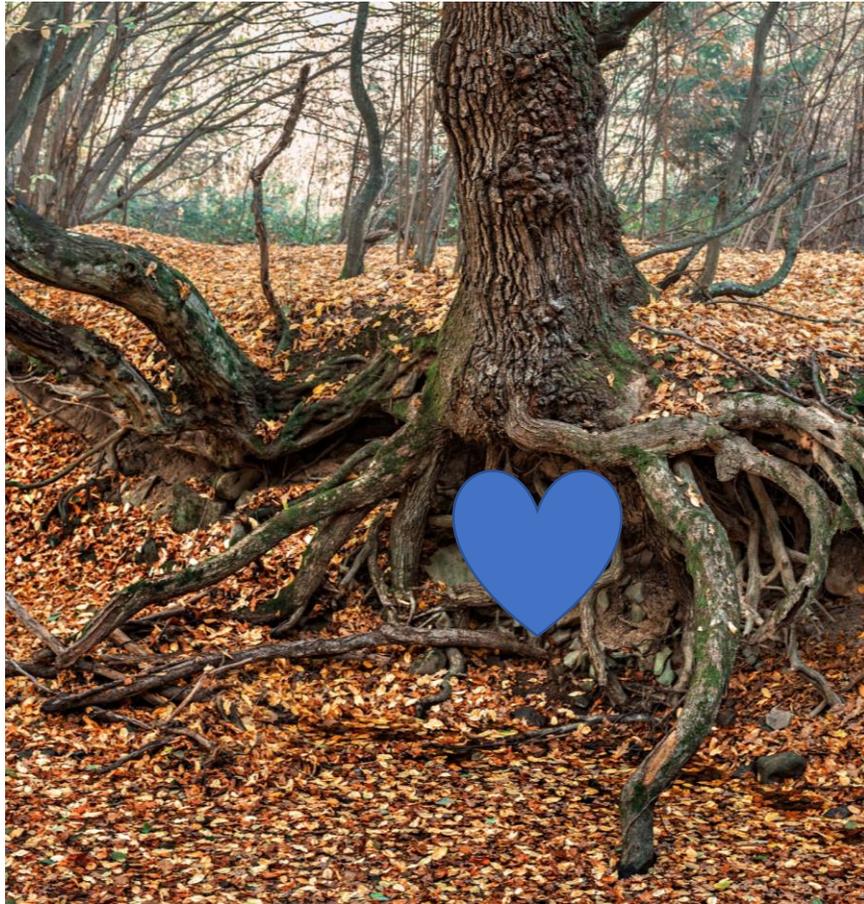
### Conflicting Positions:

“Teen volunteers!” vs. “No teen volunteers!”

### Mutual Interests:

- Appropriate engagement of transitioning population
- Maintaining organized and focused event

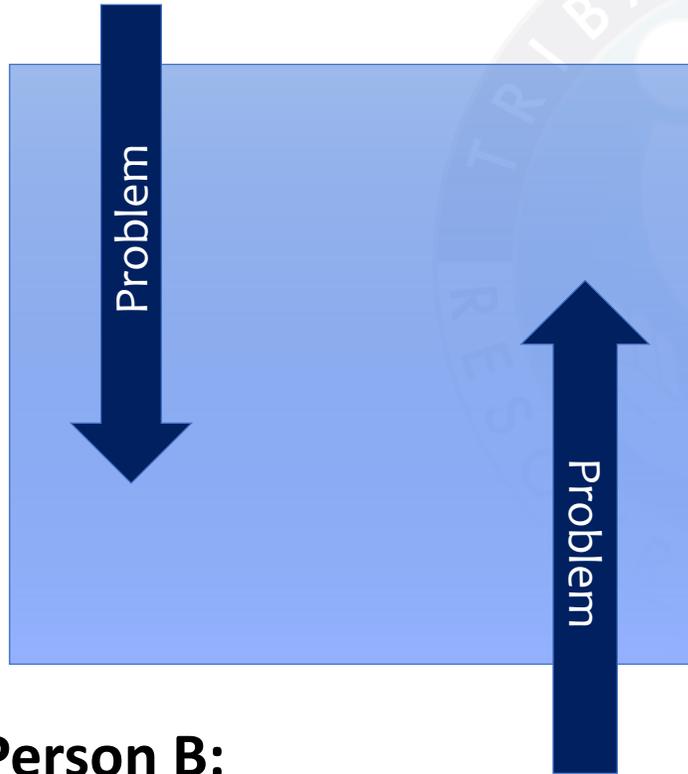
# ISSUES AT THE ROOT OF CONFLICT



- How best to support transitioning teens
- How best to tend to the needs and safety of younger youth
- How best to keep activities organized and focused during the event

# ▶ SEPARATE PERSON FROM PROBLEM

**Person A:**  
**Transitioning Teen Volunteers**



When people disagree due to rigid positions, they often see the other person as the “problem.”

**Person B:**  
**No Transitioning Teen Volunteers**

# ▶ SEPARATE PERSON FROM PROBLEM

**Person A**

**Person B**

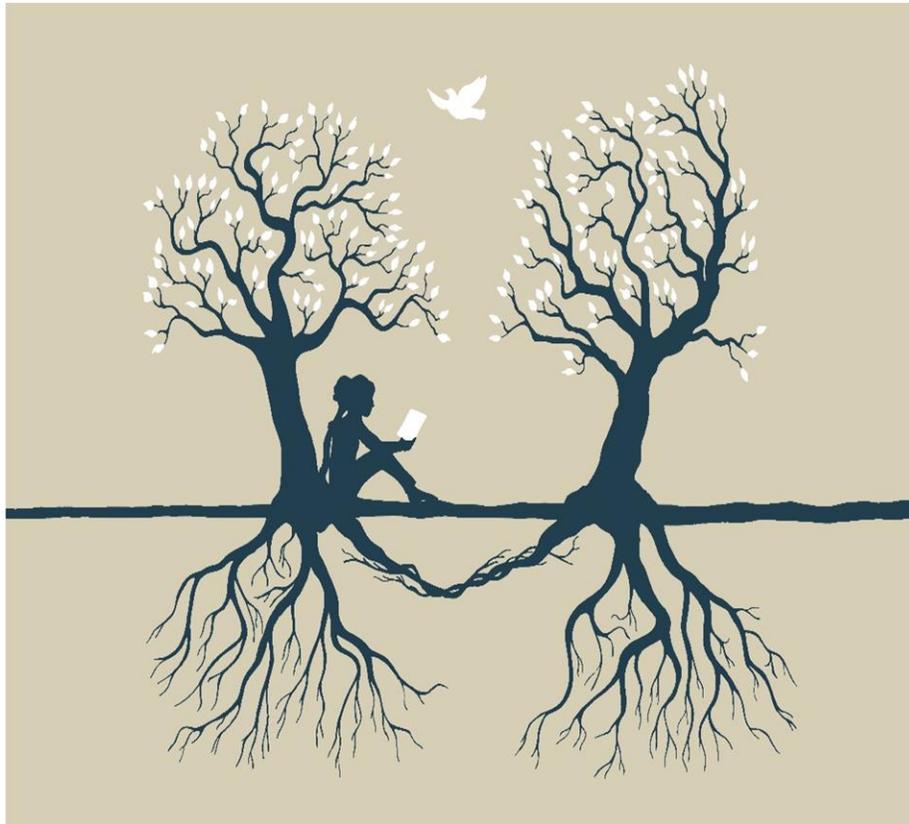


The goal is to put the issue on the other side of the table and work together to resolve it.

**How best to support  
all of our youth and  
event activities**



## GROUP PRACTICE: WORKING WITH ISSUES



- HOW DO WE FEEL ABOUT INVITING TRANSITIONING TEENS TO A SCHOOL EVENT AS YOUTH ACTIVITY SUPERVISORS?
- WHAT ARE THE BENEFITS?
- WHAT ARE THE CONCERNS?
- WHAT ARE WE BASING OUR VIEWS ON?
- HOW CAN WE MEET EVERYONE'S CONCERNS?

# IMPLICATIONS FOR TRIBAL YOUTH WORK

- How do we ensure that cultural norms and traditions are respected?
- What aspects of our culture can we rely on to help support resolution ?
- Other cultural assets can we lean into?



# ▶ TIME FOR Q & A





**TRIBAL YOUTH  
RESOURCE CENTER**

[www.TribalYouth.org](http://www.TribalYouth.org)

# THANK YOU!

