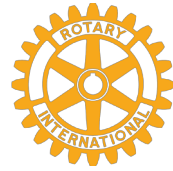




Mediators  
Beyond Borders  
INTERNATIONAL

Rotary



# Peace Conversations Facilitation Program

*Facilitating Peace Together*

*Program Overview*



Mediators Beyond Borders International (MBBI) in  
Collaboration with Rotary International (RI)

**People building peace**



**“The program was inspiring, as it gave our Rotarians all an opportunity to have input into our club functioning and the engagement of members. In doing so, we have implemented some positive change. We will continue to implement more and hope to host another MBBI/Rotary Interactive Program in the future.**

*-Dale Barnes, President of Woodland Hills Rotary Club*

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**“Mediators Beyond Borders International provides a much needed ally in promoting peace in our clubs throughout the Rotary Family.”**

*-Peter Kyle, Dean, Rotary Representative Network, RI Director Nominee*



**“Our club was able to discuss topics that we never would have addressed without the help of the PCF Facilitators and MBI Coaches”**

*-Christopher Cox, Wilshire Club of Los Angeles President*



**“The PCF Program helped accomplish our goal of having an open and honest interfaith dialogue; the participants were able to think, self-reflect on their own biases and be cognizant of them after they left the room.**

*-Paul Gross, Past President of Woodland Hills Rotary Club District 5240*



MBBI became a Service Partner of Rotary International in July 2018. PCF is one of the key programs designed for this partnership.

## I. Vision | Mission

**Vision:** Strong, Resilient Rotary Clubs as Hubs for Peace in Communities Worldwide

**Mission:** Utilize existing networks and resources to build conflict literacy and dialogue skills of Rotarians to become more effective peacebuilders within their own clubs, communities, districts to become leaders in peace.

“The support of the Rotarian and MBBI Peace Conversation Facilitators greatly enhanced our Social Awareness Forum: Erase Hate, Foster Acceptance. Rotarians were able to engage in meaningful discussions on the topics of hate and discrimination as they processed the presentations of the keynote speakers.”

-Jewel Price, *Peace Chair District 5280*



## II. Theory of Change

Technology and global migration are bringing the world's people together at an ever-increasing rate- equally increasing the opportunity for conflict. The role of local communities has become paramount. There are Rotary clubs within communities currently experiencing such conflict and all communities are susceptible.

**Peace starts from within.** Rotarians with the skills to engage more meaningfully in difficult conversations within their own clubs can engage in dialogue within the larger communities they serve. *Connected communities able to engage in consistent, meaningful dialogue are more resilient to division, social crisis and violence.*

**Conversation facilitation is a skill that can be taught** and practiced by individuals from all levels of experience and backgrounds. Mediators Beyond Borders International (MBBI) has been working globally to expand the capacity of community-based partners through mediation and dialogue for over a decade and has a network of trainers and practitioners throughout the world.

### III. Guiding Principles

Both Rotary and MBI are driven by strong guiding principles which inform all that we do and share with the world. This project will be similarly guided by the combination of these shared values.

Rotary's Four Way Test <sup>1</sup> establishes the foundation for Peace Conversation Project:

1. **Is it the TRUTH?** We are committed to acting in transparency, with information supported by research and ethical behavior.
2. **Is it FAIR to all concerned?** All work is designed to encourage inclusion, build empathy and follow-up to ensure accountability and equity.
3. **Will it build GOODWILL and FRIENDSHIP?** The heart of Peace Conversations is to build trust and goodwill through a deeper understanding of similarities and differences in a safe environment.
4. **Will it be BENEFICIAL to all concerned?** Mutual beneficial collaboration is the hallmark of dialogue and will be constantly reviewed and improved to ensure sustainability and longevity.

MBI's core values of elicitive design and "do no harm" build on this foundation:

5. **Work where invited.** By partnering with local talent and building the skills of local Rotarians we maintain cultural integrity and ensure sustainability. .
6. **Trauma-Informed Peacebuilding.** By establishing space for self-care and introspection to create awareness around the effects of trauma on others and the potential impact of vicarious trauma on practitioners.
7. **Needs-Based and Evidence-Based.** The elicitive model requires being in service by continually asking questions, establishing needs assessments, and providing evidence-based problem solving to each unique situation.

(1) Information sourced and adapted from Rotary Action Group for Peace [website](#)



## IV. Peace Design Team



**Prabha Sankaranarayan:** President and CEO of MBBI. Adjunct Professor at the Washington and Jefferson University. Prabha is actively involved in domestic and international civic activities focused on civil liberties, sexual violence prevention, conflict mitigation and trauma.



**Scott R. Martin:** 2017 Rotary Peace Fellow, Founding Member of MBBI and Charter Member E-Club of Social Innovators. Scott has over 10 years of experience in mediation, restorative justice, and community dialogue, training both internationally and domestically.



**Steven Goldsmith:** Past President of Hawthorne Rotary, Founding Member of MBBI, and Past Peace Chair for District 5280. Steve is the Recipient of 2012 Peacemaker of the Year for his work establishing a nationally recognized Victim-Offender mediation program. He is life-long human and civil rights advocate.



**Estera Borcsa:** Chair of MBBI Los Angeles Regional Group and Chair of MBBI United Nations Sustainable Development Goals Action Group, Clinical Therapist for at-risk youth and policy advisor for foster youth.



**Dr. Vicki Radel:** Past District Governor 5280, Past Peace Chair for District 5280 and a member of MBBI. Received the 2014 Humanitarian Award for Los Angeles County and a Graduate Certificate in Non-Violence.



**Joel Schaffer:** Former Commissioner for the Federal Mediation and Conciliation Services specializing in mediation, labor disputes, collective bargaining, design and delivery of trainings globally. Received 2002 Directors Award for West Coast Port negotiations.

## V. TEN-STEPS TO PEACE

**Step 1:** An introductory, collaborative conversation with District Peace Committee which co-creates an MOU signed by District Governor (DG), DG Elect and Nominee; codified with a financial commitment.

**Step 2:** District is assisted in establishing a PCF District Committee and Liaison to coordinate between the District and MBBI PCF Coordinator.

**Step 3:** Program is marketed to Clubs who nominate members to become PCF Trainees. These Trainees are expected to deliver presentations to clubs and participate in Peace Conversations throughout the District.

**Step 4:** Identify prospective PCF Coaches/Co-Trainers from MBBI global network who currently work within the District. This will also include Rotary Peace Fellows (RPF) and local Rotarians with mediation/facilitation experience.

**Step 5:** The training begins online with three (3) live Webinars covering: Conflict Literacy, Cultural and Emotional Awareness, and Facilitation Skills.

**Step 6:** The PCF Coaches receive an online Coaches' Webinar after the three training webinars are complete. Coaches will take an active role in the in-person training and provide on-going support.

**Step 7:** Two (2) full day in-person trainings focused on hands-on practice and experiential activities. Each participant will be able to: 1. Present the PCF program at Clubs 2. Facilitate Peace Conversations alongside PCF Coaches throughout the District.

**Step 8:** Teams are grouped by region and meeting time and assigned a PCF Coach to receive on-going support and feedback on their Presentations and Peace Conversations.

**Step 9:** Coaches will have three (3) monthly meetings with MBBI Lead trainers for check-ins, coaching and feedback. District PCF Coordinator is encouraged to attend and receive additional support.

**Step 10:** Follow-up live Webinar for all Trainees/ PCF Coaches as a refresher of material and to brainstorm solutions collectively.



## VI. PCF TRAINING Content

### Webinar 1: Conflict Literacy

- Understanding Vision for Rotary-MBBI and PCF Program
- Conflict Literacy- Identifying Intra-Group and Interpersonal Conflicts
- Transforming Conflict
- Basic Emotional Intelligence (Difficult personalities, NVC, etc)
- Understanding Position, Interests, Values and Needs.
- Group Q/A

### Webinar 2: Conversation Skills

- Review Webinar 1 Material
- Listening Skills: Keys to Deep Listening
- Re-Framing Exercises
- Dialogue Vs. Debate
- Culture/ Trauma Awareness
- Elements of Productive, Successful Conversations
- Roles in Peace Conversation Facilitation
- Group Q/A

### Webinar 3: Facilitation Skill

- Review Webinar 1 and 2
- Parts of Effective Introductions
- Establishing Ground-rules
- What is Facilitation?
- Facilitative Questions (Reflective, Summarizing, Strategic)
- Summarizing, Reporting Out
- Group Q/A

### Webinar 4: PCF Coaches

*(for those with previous experience only)*

- Roles of a PCF Coach
- Effective Coaching Styles
- Review outline of Training Day agenda and Particular Roles
- Provide Guidelines and Expectations for On-Going Coaching
- Small-group Exercises

### Training Day #1

- Opening/ PCF Style Introductions
- Convene a model Peace Conversation (from script)
- Small groups: Intro, Ground rules, Conversation with Role players
- Practice Convening in triads (participants video each other)
- Conduct Peace Conversation with Table Facilitators and Coaches.
- Debrief in small and big groups
- Debrief, Problem solve, Discuss Strategy in big groups



## Training Day #2

- Opening Exercise of Lessons Learned
- Convene PCF in table groups w/ individually prepared scripts
- Practice full PCF with Scripted Roles (including passive and disruptive personalities)
- Final Review: Full Peace Conversation with Report out to full group
- Closing with commitments for Presentations, Peace Conversations, and set of Coaching dates

### PCF Coach Support Call

(1 week after Training)

- Deliver Basic Outline to support trainees
- Model Collecting\ Providing Constructive Feedback
- Review Monitoring/ Evaluation Methods and “Lessons Learned”
- Establish Benchmarks and Coaching Success Goals.

### Webinar 5: PCF Refresher

(6 weeks after Training)



- Review and Reinforce Key Learnings
- Q&A on Challenges and Experiences
- Advanced skills training as needed
- Review feedback and set goals moving forward

**On-Going PCF Support: MBBI Lead Trainers and PCF Coordinator will continue to support the PCF program District-wide through a series of on-line video meetings and check-ins.**

**For more information, or if you would like to become involved, please contact us at: [ripartner@mediatorsbeyondborders.org](mailto:ripartner@mediatorsbeyondborders.org)**







**The only lasting peace is the  
one built by the parties  
themselves.**

LET'S WORK TOGETHER

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