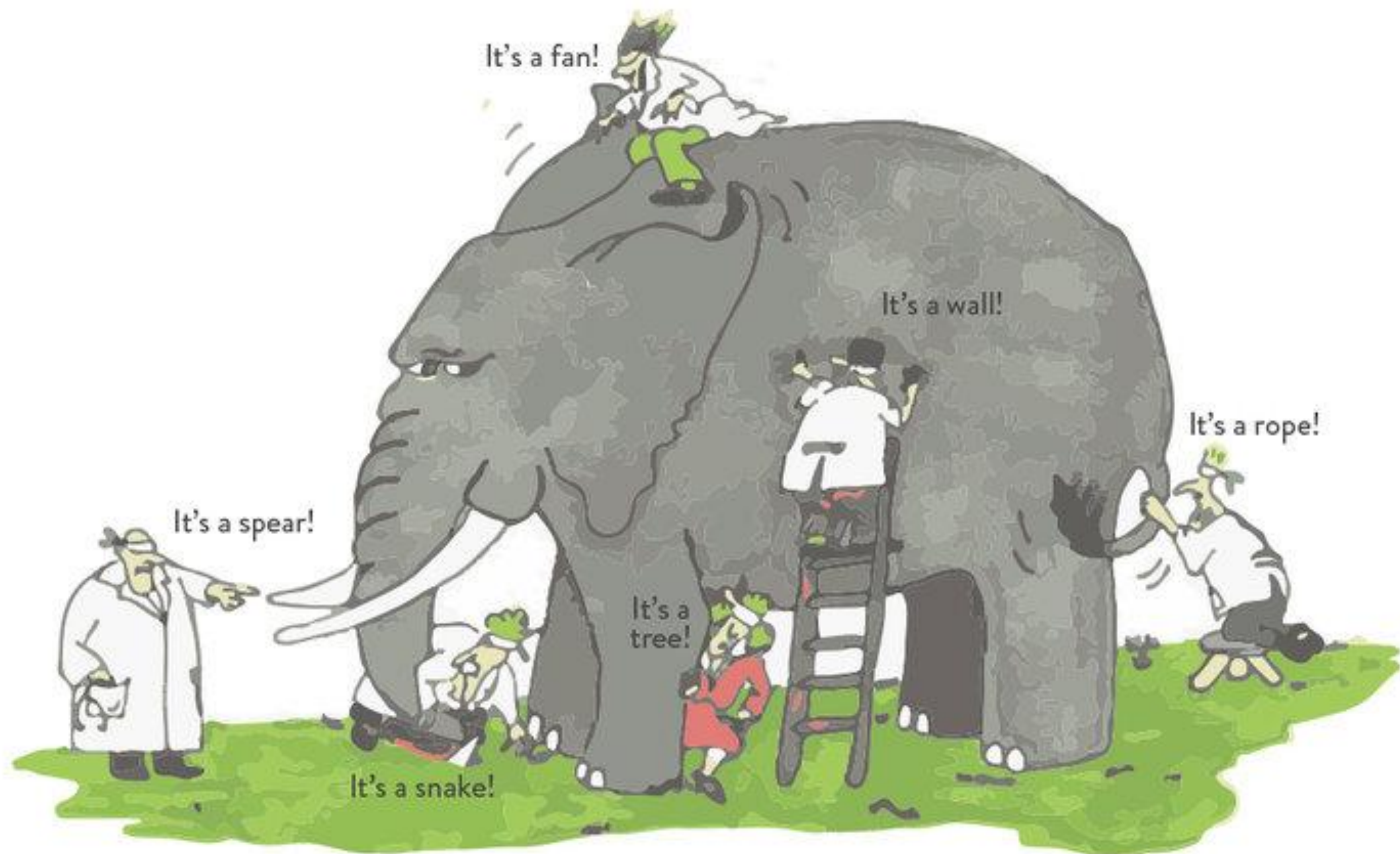




## Conflict

The point of conflict is not to prove who is right and who is wrong, but to come to a RESOLUTION together.

- Peter Coleman, Executive Director, Advance Cooperation Conflict and Complexity Center at Columbia University



It's a fan!

It's a wall!

It's a rope!

It's a spear!

It's a tree!

It's a snake!



There is no such thing as a “safe space” —  
We exist in the real world.

We all carry scars and have caused wounds.  
This space seeks to turn down the volume of the world  
outside, and amplify voices that have to fight to be  
heard elsewhere.

This space will not be perfect.  
It will not always be what we wish it to be  
But It will be our space together, and we will work on it  
side by side.  
— Beth Strano



Sonia Chavez



## The Team • El equipo

Dra. Violeta Garcia





# Introductions • Introducciones



## Who we are

- **Name**
- **Race/Culture**
- **Title**
- **Neighborhood**
- **Org affiliations**
- **Values**

## Quienes somos

- **Nombre**
- **Raza/Cultura**
- **Título**
- **Comunidad/Vecindario**
- **Afiliaciones**
- **Valores**







# Seven Pieces of Conflict Resolution

1. **Protecting your peace**
2. **Processing it. How do you process? How does the other person process conflict?**
3. **Practice intentional listening**
4. **Understanding how you communicate best**
5. **What does resolution look like? Is this a repairable relationship? What does an honest relationship look like?**
6. **Lead with humility**
7. **Deepen your understanding of the person you are in conflict with**

1. **Protegiendo tu paz interna**
2. **Procésalo- ¿Cómo lo procesas? ¿Cómo procesa el conflicto la otra persona?**
3. **Practica escuchar intencionalmente**
4. **Entiende cómo te comunicas**
5. **¿Cómo se ve la resolución? ¿Es una relación reparable? ¿Cómo es una relación honesta?**
6. **Lidera con humildad**
7. **Entiende más sobre la persona con la cual estás en conflicto**

# Right Relationship

When you are 'right' with something, you are walking in a good way, honoring the responsibility to protect and nurture the intimate relationship that protects and nurtures you, whether that relationship is with another person, the earth, or yourself.

(Language adapted from [Jai Medina](#))

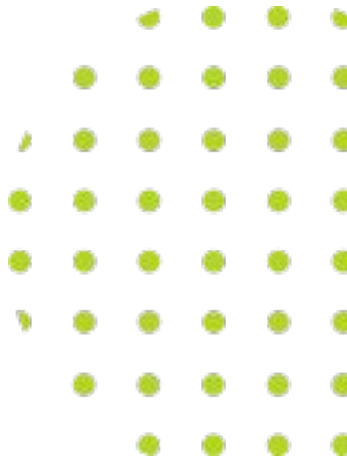




# Small Group Activity



# Actividad en grupos pequeños





# Norms • Acuerdos



- Listen with curiosity
- Respect when others are sharing
- Honor people's lived experience
- Confidentiality

- Escucha con curiosidad
- Respeta cuando otros comparten
- Honra la experiencia vivida de otras personas
- Confidencialidad



# WHO YOU ARE • ¿QUIEN ERES?

- Name
- Bilingual+ or monolingual
- Church affiliation/spiritual beliefs
- Neighborhood
- Org/non-profit affiliations
- Any other identity that is important to you

- Nombre
- Bilingüe+ o monolingüe
- Afiliación a la Iglesia/creencias espirituales
- Vecindario
- Afiliaciones a organizaciones/organizaciones sin fines de lucro
- Cualquier otra identidad que sea importante para usted



# Who You Are... Really

## Quien eres.... de veras

- Name or nickname
  - Favorite trait about yourself (compassionate, loving, funny, joy, bold, outspoken, etc.)
  - A gift you bring to the world (singing, dancing, listening, creating, advocating, etc.)
  - Favorite memory as a child
- Nombre o apodo
  - Rasgo favorito sobre ti mismo (compasivo, amoroso, divertido, alegre, audaz, franco, etc.)
  - Un regalo que traes al mundo (cantar, bailar, escuchar, crear, abogar, etc.)
  - Recuerdo favorito de tu niñez



# Debrief & Closure • Cierre y Discusión

- What's left without the layers?
  - What's the risk if nothing changes?
  - What's possible?
- ¿Qué queda sin las capas?
  - ¿Cuál es el riesgo si nada cambia?
  - ¿Qué es posible?

# **Our Style, Our Values • Nuestro Estilo, Nuestros Valores**

- We center community voices
- We co-construct with community
- We use design thinking and human-centered design
- We are inclusive by design
- We build power in community

● “Nothing for us, without us”

- Centramos las voces de la comunidad
- Construimos con la comunidad
- Usamos diseño de pensamiento centrado en personas
- Somos inclusivos por diseño
- Creamos poder en las comunidades

● “Nada para nosotros, sin nosotros”

# Topics • Temas

Leadership  
Workshops

1:1 Coaching

Visioning

Taking  
Action!

Small Group  
Coaching

Strategy

Activating  
& Leading  
Change

Work Plans



# Topics • Temas

Talleres de  
liderazgo

Coaching 1:1

Vision

¡Tomar  
Acción!

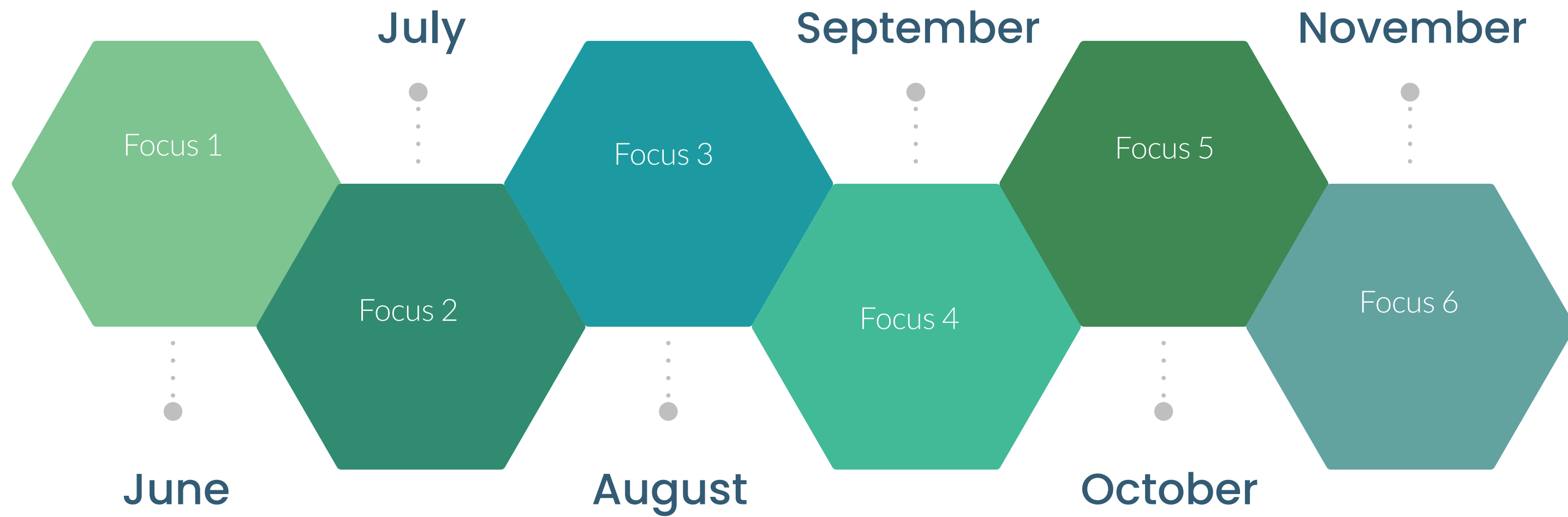
Coaching en  
grupos  
pequeños

Estrategía

Activar/Li  
derar el  
cambio

Planes de  
trabajo

# Timeline



\*Focus to be determined by the community

# Our Team Contact Information

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*Ecosistema  
Design*



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