

WeResolve:

A New Program to Help Students
Reduce Conflict and Improve Communication

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Our goals today...

- ▶ Discuss our students' needs, conflicts, and ability to communicate
- ▶ Help our community learn about WeResolve
- ▶ Support our faculty and staff in participating in WeResolve



Why are we here?

- ▶ Our backgrounds in relation to this work
- ▶ How we got interested in this work
- ▶ Why is this program needed?
- ▶ What we and others have seen with students at Parkland that made us realize that many students have poor skills in conflict resolution and communication

Comparing Two Mindsets

▶ PUNITIVE

▶ AUTHORITARIAN

▶ STIGMATIZING

▶ RESTORATIVE

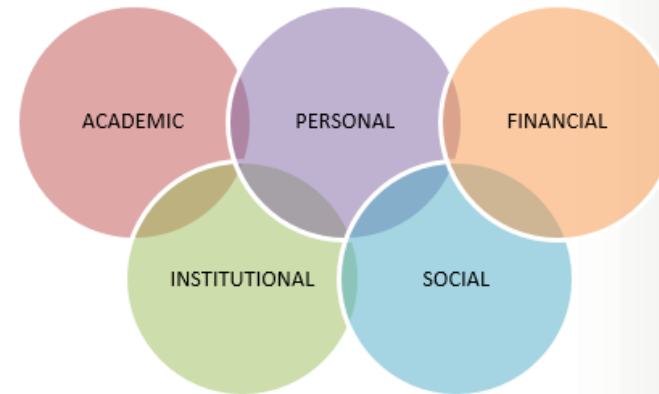
▶ AUTHORITATIVE

▶ REINTEGRATIVE

What do our students say about their needs?

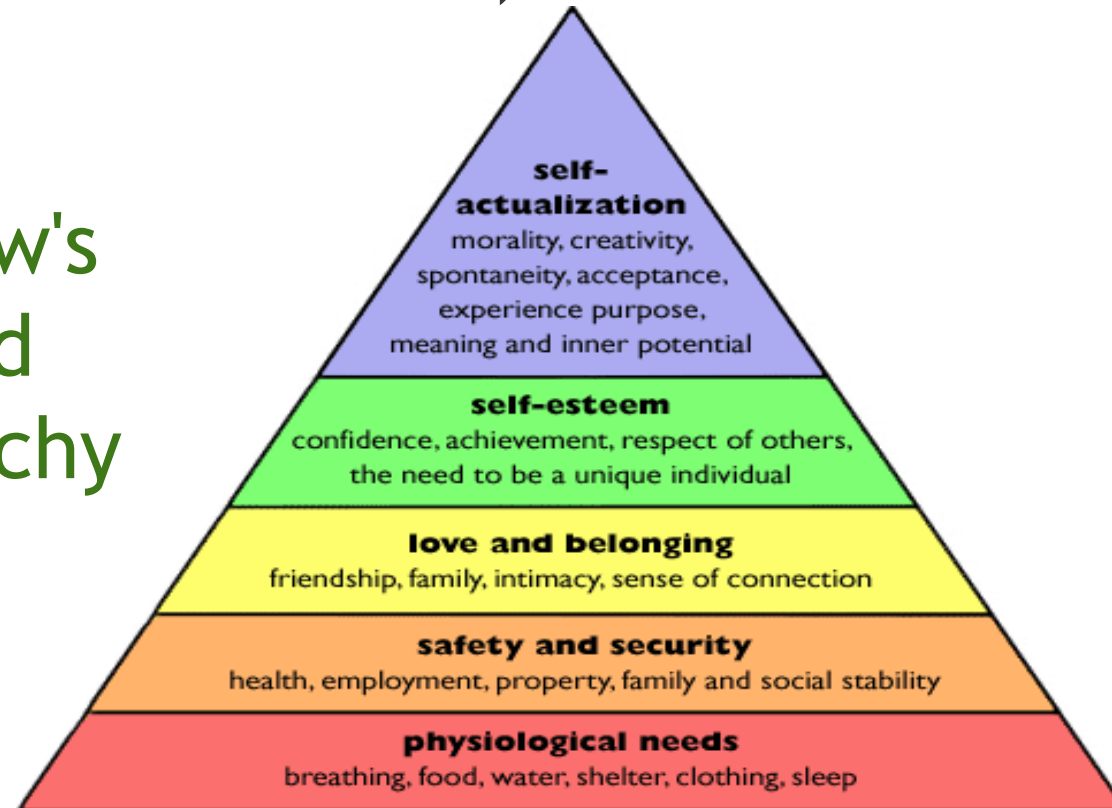
- 75% do not participate in college-sponsored activities
- 70% said Parkland does not help them with non-academic issues
- 31% self-finance their education
- 40% care for dependents
- 25% work more than 30 hours per week
- 15% come to class often/very often without completing assignments

ANATOMY OF A PARKLAND STUDENT FIVE DOMAINS OF STUDENT LIFE



What needs create conflict in our students? (And in us!)

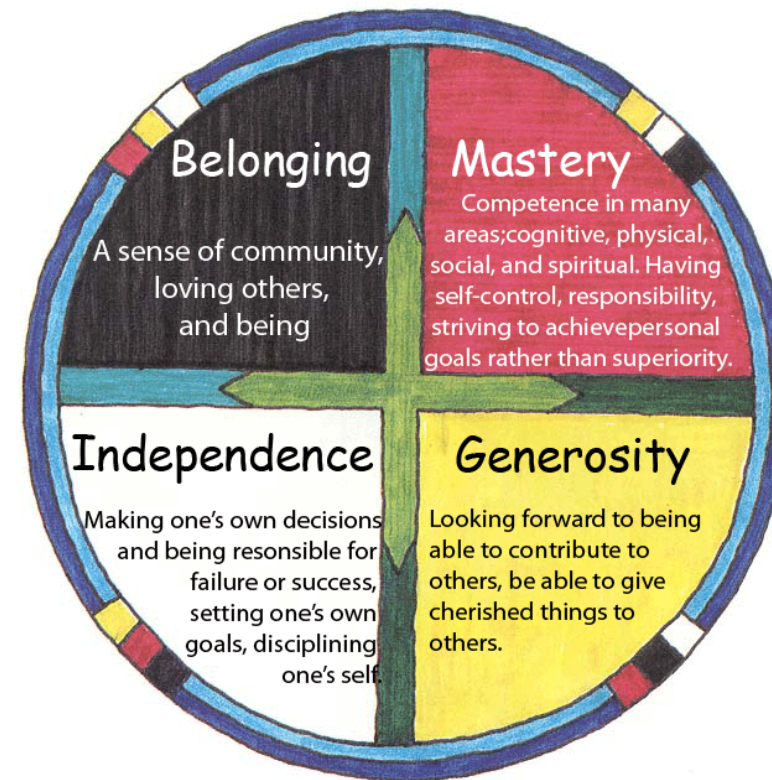
Maslow's Need Hierarchy



Circle of Courage

Lakota Sioux Mandala On Basic Psychological Needs

- ▶ BELONGING / ATTACHMENT
- ▶ MASTERY / ACHIEVEMENT
- ▶ INDEPENDENCE / AUTONOMY
- ▶ GENEROSITY / ALTRUISM



Human Need!

- ▶ A Brief explanation of need-to-belong theory.
- ▶ <https://greatergood.berkeley.edu/>



We all have a need
to belong!

How well do our students (or we) communicate during conflicts?

- ▶ Have we provided them with a space to deal effectively with conflict?
- ▶ What are our established norms or values as a college?
- ▶ Do our students know it?
- ▶ Do we know it?



How have we experienced conflict and poor communication with students? (and others!)

- ▶ Let's chat about this for a few minutes, please.
- ▶ Please keep names and situations anonymous!
- ▶ If you are willing to share an experience with others, please do.

How can WeResolve help?

The Peer mediation program is:

- ▶ Creating community and enhancing the conduct code to incorporate a restorative approach
- ▶ Part of our new Student Life Leadership Academy
- ▶ However, do we as faculty and staff need a community to belong to as well?

How can WeResolve reduce conflict and increase belonging in students? (And us!)

- ▶ Skills taught in WeResolve: diversity, perspective-taking, empathy, emotional intelligence
- ▶ HOW the students will be trained in peer mediation
- ▶ At Least 10 hours on skills and training meetings to follow on a monthly basis
- ▶ Get faculty and staff to see this as an opportunity for enhanced communication in our departments and as a supervisory tool



How can YOU participate in WeResolve?

- ▶ Send us names of students
- ▶ Announce program in your class
- ▶ Explain program in department, division, and/or unit meetings
- ▶ Provide service to the program as faculty and staff mentors (it is our community)



Did we meet our goals?

- ▶ Discuss our students' needs, conflicts, and ability to communicate
- ▶ Help our community learn about WeResolve
- ▶ Support our faculty and staff in participating in WeResolve



Please fill in the green evaluation sheet about the presentation!

Additional Feedback on Back of Green Form

A. Please feel free to give comments.

B.

C.

Thanks for supporting our students!

- ▶ Any questions or thoughts?
- ▶ Please email us at:
mturner@parkland.edu
jomo@parkland.edu
- ▶ We look forward to working with you in the future!

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