

Training as a dialogue methodology

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“Dialogue in the Social Integration process: Building peaceful social relations – by, for and with People”

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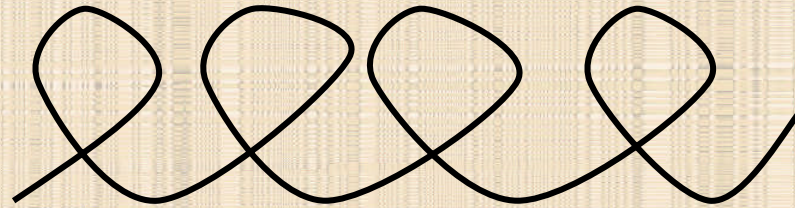


UN Department of Economic and Social Affairs
Division for Social Policy and Development

Approaches

Conflict Transformation Approach

- Cycle of ACTION and REFLECTION
- Expertise as experience, rich pool of collective knowledge



- Analysis – Strategising – Planning – Intervention
- Local capacities for peace
- Relationship building

Methods



Participatory tools of analysis

- Stakeholders, power, relationships, attitudes, behaviours, systems, structures, root causes, effects, connectors, dividers, enabling and disabling forces
- Narrative truth telling
- Solution focused problem analysis

Organising for change

- Visioning
- Strategising
- Mobilising
- Establishing local governance structures
- Networking, linking and coordinating



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Methodology

Working with people to become conscious of ourselves as social integration activists who link the building of relationships to organising a powerful force for social transformation

- Participatory
- Elicitive
- Principled
- Value-based
- Reciprocal and symbiotic lesson learning
- Long term
- Sustainable

Description



- Conflict transformation training uses training to develop a common language about peace, conflict, violence and development.
- It also introduces a set of analytical tools and an approach that enable facilitators to focus group discussions on finding solutions to situations of conflict and tension.
- The tools provide a guided framework for taking people through a process of sharing perceptions of a particular situation and thinking of ways of changing things,
- As part of a process of developing a set of strategies and a clear sense of what action is expected from each role-player.
- The training strategy includes looking at ways of better organising people locally, and establishing systems and structures that link to other levels

Examples

- Mapping, Attitudes, Behaviours and Context triangle, Force field analysis, Perception timelines
- Peace and conflict impact assessment
- Community strengthening programme – Groot Marico, KwaZulu Natal, South Africa
- Partners in Conflict Transformation – Sierra Leone
PICOT
- MiParec in Gitega, Burundi
- Working With Conflict, RTC, COPA
- ACTION for Conflict Transformation –
Reflections of Practitioners Worldwide

Advantages

- Empowering
- Context specific and locally driven
- Action-focused
- Enabling, building on existing capacity
- Entry point for deeper discussions and integrated strategising
- Links short term actions to a long term vision
- Links violence and conflict to under development and human insecurity
- Addresses root causes of conflict and tension
- Builds relationships through action

Challenges

- Surfaces latent conflicts that can create unmanageable tensions
- Requires confidence and support between community facilitators and animators
- Long term success depends on ownership and involvement of a range of actors
- Local actions need to be linked to influence over actors at different levels
- Broader context can undermine or impact negatively on vulnerable local processes

Sustainability



- Mentoring and a culture of learning
- Building on existing networks and capacities
- Approach becomes part of culture of learning, action and reflection that values dialogue
- Exchange visits between contexts deepens pool of learning
- Village level processes need to be supported by local government and governance models that encourage public participation

Measuring impact

- Sustainable change over time
- Clearly articulated objectives that are locally conceived and locally driven
- Context specific local indicators built in as part of initial analysis
- Qualitative change in relation to attitudes and values can be linked to behavioral indicators
- Networks of local capacities for peace drive and monitor the process of influencing those at other levels



THE AFRICAN VISION
A united and integrated Africa, an Africa imbued with Peace and Justice, an Africa determined to...

ACHIEVEMENTS
African people have been...
...groups established in several...
Communities including around...
human rights and gender based...
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AND FOUND
Kamukali
Sephora
Abionna
Richard
Souza
Mwambi

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MCSE
MILOMBA

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THE AFRICAN VISION

A united and integrated Africa, an Africa imbued with Peace and Justice; an interdependent and robust Africa determined to map for itself an ambitious Strategy; an Africa underpinned by political economic, social and cultural integration which will restore to Pan-Africanism its full meaning. An Africa able to make the best of its human and material resources, and keen to ensure the progress and prosperity of its citizens by taking advantage of the opportunities offered by a globalized world; an AFRICA capable of promoting its values in a world rich in disparities.



Political Economic Social
root causes continued

- * Rural areas were undeveloped and people living in poverty did not have their needs met. ^{Plus External factors} For political & economic reasons.
- * Communities were not working together, tensions between people were left to smoulder and burst into flames.
- * ^{Government peace to war.} People were forced to go to war.
 People did not have the values of Peace within them.

National level
Justice system
more of an
INJUSTICE.

ANALYSIS ^{The destruction has left people vulnerable & disempowered.}

The root causes of conflict
in Sierra Leone

- * ^{PARTY POLITICS} Overcentralisation of government Power in Freetown and in the chiefs at village level.
- * Many chiefs were power-hungry, corrupt and responsible for injustices at village level. ^{Avoid stereotyping}
- * Many youths were forced to leave their communities because of unjust fines given to them & a lack of opportunities.
- * Women were marginalised and left out of decision making processes. ^{Women contributions not recognised.}

• ORANGE

GOALS

- To create linkages and platforms for VDC members to meet and create linkages and strategies for lobbying AND ADVOCACY.
- To create cross border linkages in the sub-region and other African regions for experience sharing to explore opportunities with other Peace development Organisations for mutual support

Recommendations

Goal 1:

Rec. A: Communication

- Harmonize by laws and working Principles for all VDCs of partners
- Build and Strengthen Capacities of ^{VDCs and} CDGs and link these up with District Council Authorities
- Facilitate Sharing of reports/information between VDCs & CDGs of Partner Orgs.

Rec B: Linking to Govt. Structures

- Establish Peace and Dev. forums with the involvement of VDCs and CDG and Local Govt. establishments





www.action-global.org

www.copafrika.org

www.csvr.org.za

**Working with Conflict – Skills and
Strategies for Action – Zed Books 2000**

www.respond.org