

# 2019



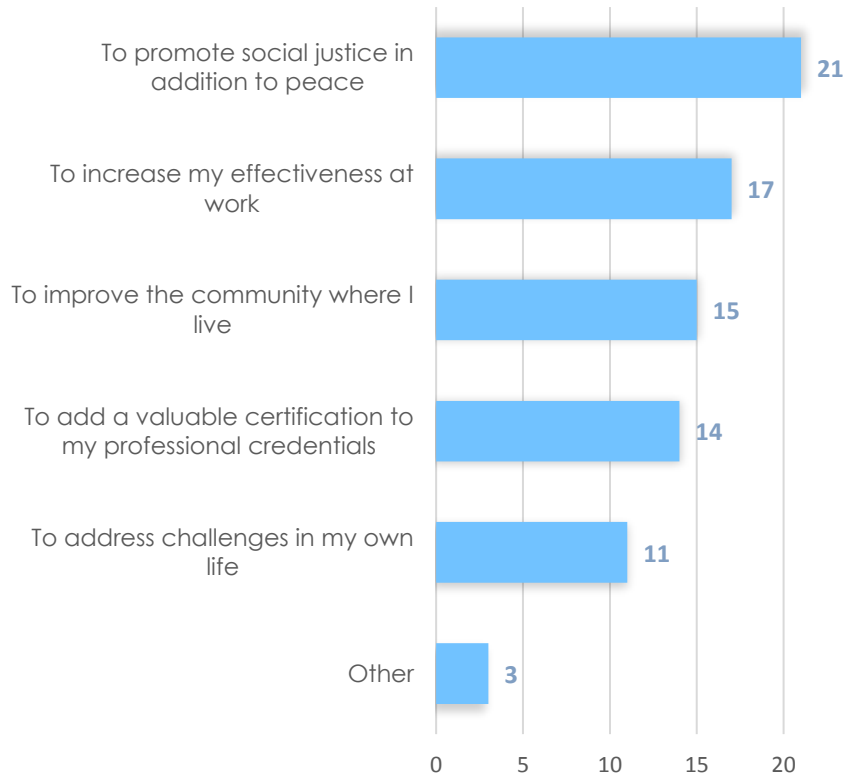
## SJMI 1.0 Summary

Vital Village Network

Social Justice Mediation Program

October 5-6, 12-14, 2019

What are the main reasons that you are taking this training, and want to develop positive problem-solving skills?



What practical skills do you hope to gain from this training?



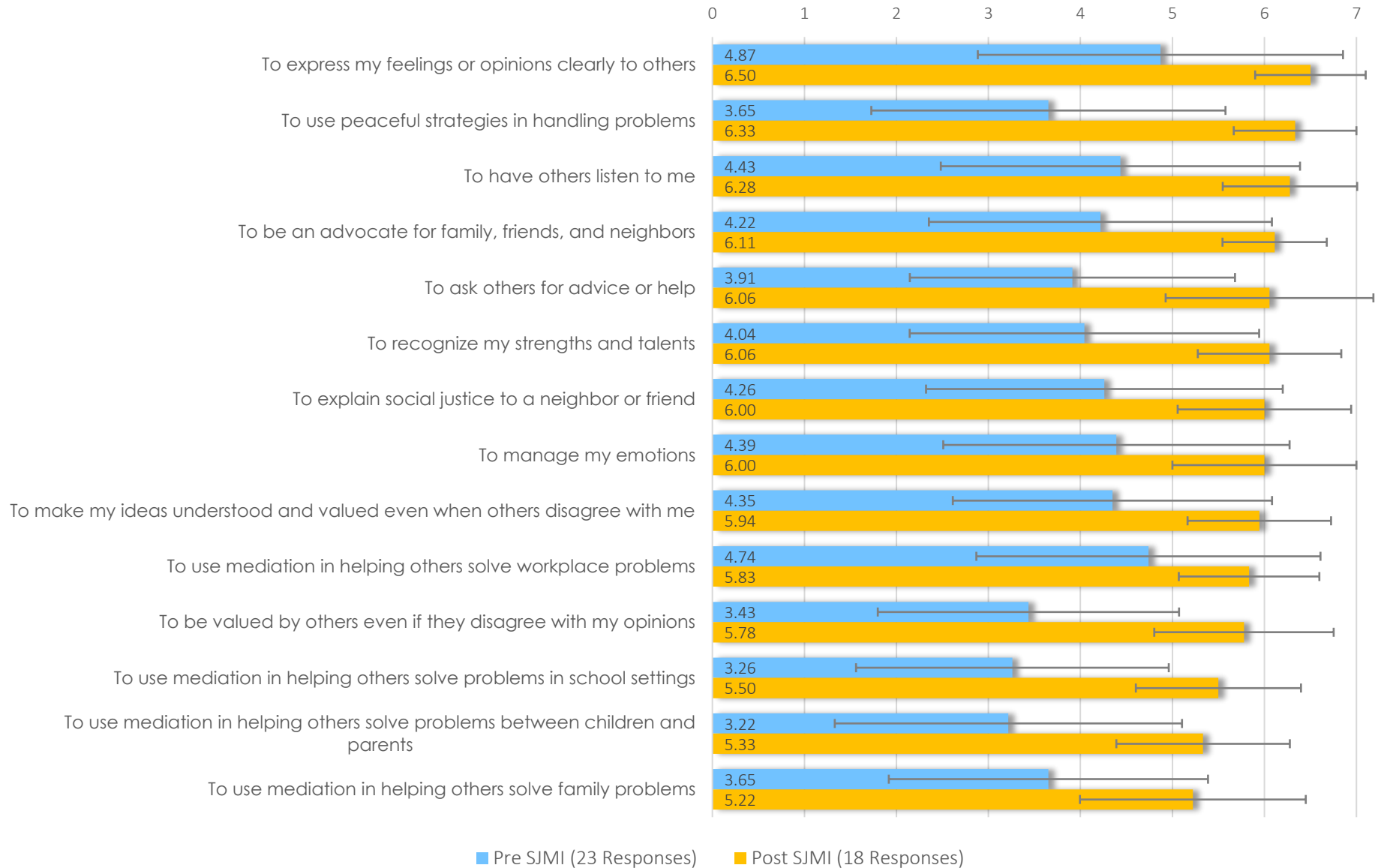
**Other:**

- Be able to provide assistance with my families at KIPP charter
- Be able to support patients seeking resources/care and advocate for their needs to providers and others in healthcare
- Address challenges in (volunteer) activist and community organizing

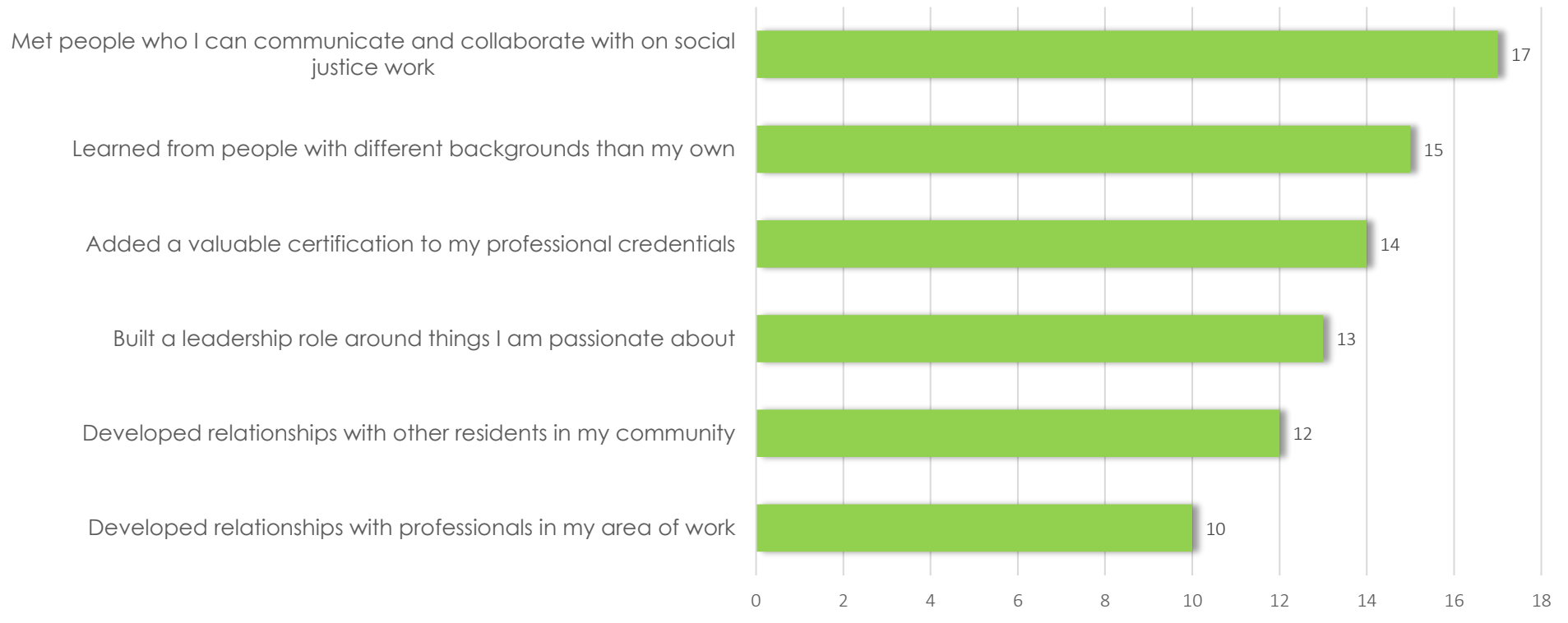
**Other:**

- Teach young people and people who deal with young people how to mediate discussions and situations away from violence
- Have productive "difficult" convos w/ people in volunteer activist & community organizing (both as a leader and as a member)
- To learn skills I can use to help bridge differences between my students.

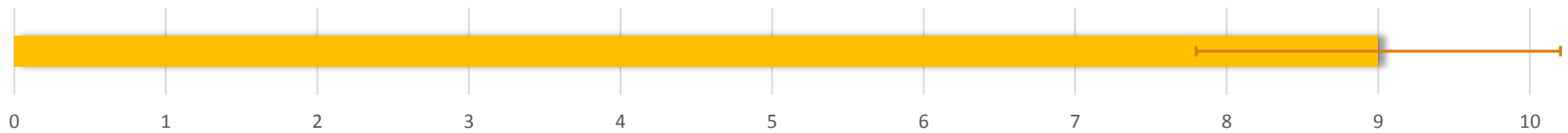
Please rate your confidence in the following abilities on a scale of:  
 1 (not confident) to 7 (very confident)  
 Average Response Values



### Because of SJMI I...



How well did this training meet your objectives on a scale of 1 to 10?  
Average of 18 Responses



## **PARTICIPANT DEMOGRAPHICS**

AGE RANGE OF PARTICIPANTS: 21-64

SELF-IDENTIFIED RACE/ETHNICITIES REPRESENTED:

AFRICAN AMERICAN, ASIAN AMERICAN/PACIFIC ISLANDER, CARIBBEAN AMERICAN, WHITE, LATINX, MEXICAN AMERICAN

EDUCATIONAL BACKGROUNDS REPRESENTED:

SOME COLLEGE, BACHELORS, MASTERS, DOCTORAL, 1<sup>ST</sup> GENERATION

11 BOSTON NEIGHBORHOODS REPRESENTED

## **HOW WILL YOU USE YOUR SJMI TRAINING IN DAILY LIFE?**

"KEEPING IN MIND THE POWER STRUCTURES THAT EXIST..."

"...GATHERING INFO FROM EVERYONE SEPARATELY, RATHER THAN JUMPING STRAIGHT INTO A GROUP CONVERSATION."

"...LISTENING TO THE STORIES AND ESPECIALLY BELOW THE LINE TO GUIDE IN RESPECTFUL SOLUTIONS"

"I REALLY APPRECIATE THE MULTIPARTIALITY CONCEPT AND MAKING SURE STORIES ARE GIVEN TIME IT NEEDS... I WANT TO DO THAT FOR MY COMMUNITY, ESPECIALLY WORKING WITH YOUTH..."

"LOOKING AT OUTCOMES VS SOLUTIONS"

"TO BEGIN USING THIS IN MY LIFE AS A MOM AND TO OFFER SUPPORT TO THOSE IN NEED."

"...TAKE THE IDEA OF NARRATIVES > ISSUES TO PROBLEM SOLVING AT WORK AND IN MY FAMILY..."

## **WHAT CHANGES DO YOU PLAN TO MAKE IN YOUR APPROACH TO PROBLEM SOLVING?**

"...INCORPORATE MORE 'MIRRORING BACK' TO INDIVIDUALS AS THEY SPEAK"

"...ALLOWING SPACE FOR PARTIES TO USE THIS PROCESS TO INTRODUCE POSSIBILITIES AROUND RESOLUTION THAT FEEL MORE MEANINGFUL AND NATURAL."

"FOCUS ON NON-JUDGMENTAL RESPONSES, UNDERSTANDING OF ALL POSSIBLE PERSPECTIVES... CONTINUE LEARNING ABOUT DIFFERENT CULTURES, TOPICS ETC."

"...UNDERSTANDING THE NARRATIVES RATHER THAN HAVING TO COME UP WITH A TANGIBLE SOLUTION."

"CLARIFY THE EXPECTATIONS OF GOING OVER ANY ISSUES AND HELP GUIDE SOLVING PROBLEMS BASED ON THE NARRATIVES..."

"...MULTIPARTIALITY AND BEING ABLE TO HOLD BOTH NARRATIVES ON THE TABLE, BUT KNOWING THAT BOTH STORIES DON'T HAVE TO BE EQUAL"

"CONSIDER HOW TO GET OUT UNCOMFORTABLE/SILENCED STORIES AND THE IMPORTANCE OF A DEEPER CONNECTION."

"REQUESTING A SECOND CO-MEDIATOR, NOTETAKING AND TRANSMITTING STORIES."

## WHAT WAS THE MOST REWARDING/USEFUL ASPECT OF THE TRAINING?

“MEETING OTHER LIKE-MINDED FOLKS WHO VALIDATED MY EXPERIENCES”

“ROLEPLAY AND THE FACTS. I LOVED PRACTICING AND LEARNING AS I GO”

“PRACTICE SESSIONS WERE SUPREMELY USEFUL IN ALLOWING FOR THE OPPORTUNITY TO GAIN SOME CONFIDENCE IN USING THE SKILLS LEARNED.”

“...CHANGING MY THINKING TO A SOCIAL JUSTICE MODEL WITH MORE EMPHASIS ON THE HUMANISTIC SIDE.”

“UNPACKING AND LEARNING HOW TO GO BELOW THE LINE.”

“DOING A POWER ANALYSIS OF MEDIATION. BEING ABLE TO TALK ABOUT POWER STRUCTURE AND HIERARCHIES AND HOW THEY SHOW UP.”

“LEARNING HOW TO TRANSMIT NARRATIVES BASED ON A LISTENER'S NEEDS.”

“MEETING NEW PEOPLE OF DIFFERENT AGE GROUPS, UNDERSTANDING THE HISTORY OF THE PROGRAM AND MEETING THE FOUNDER ...”

## HOW CAN SJMI BE IMPROVED FOR FUTURE PARTICIPANTS?

MORE VIDEOS/REAL LIFE APPLICATIONS

FOR VIDEO EXAMPLES: LESS DISCUSSIONS ON THE BACKGROUND OF EXAMPLES AND MORE FOCUS ON DISCUSSING THE MEDIATION ITSELF

STRUCTURE THE TIME TO ALLOW MORE PEOPLE TO PRACTICE FULL MEDIATION PROCESS

FISHBOWL WAS GREAT FOR SHOWCASING 1<sup>ST</sup> EXAMPLE.  
INCORPORATE MORE 'FISHBOWL' TIME

PROVIDE MEDIATION ROLEPLAYING DOCUMENTS IN ADVANCE – IT TAKES SOME TIME TO READ, COMPREHEND, AND PROCESS INFORMATION.

LIST OF ARTICLES, BOOKS, OR ADDITIONAL RESOURCES

WRITTEN MATERIALS WERE GREAT- ALLOW MORE TIME TO REVIEW THEM DURING TRAINING SESSIONS

## OTHER COMMENTS AND FEEDBACK

“THE THEORY OF SJMI CAN BE COMPLICATED. HOWEVER, LEAH AND DEEPIKA HAVE BROUGHT THE ESSENCE OF SOCIAL JUSTICE, HUMANITY, AND BEING EQUITABLE TO A HIGHER LEVEL.”

“THINK THE TRAINING WAS EXTREMELY THOUGHTFUL AND WELL PLANNED. I ALSO THOUGHT THE (5) DAYS WAS A GOOD INTENSIVE INTRODUCTION.”