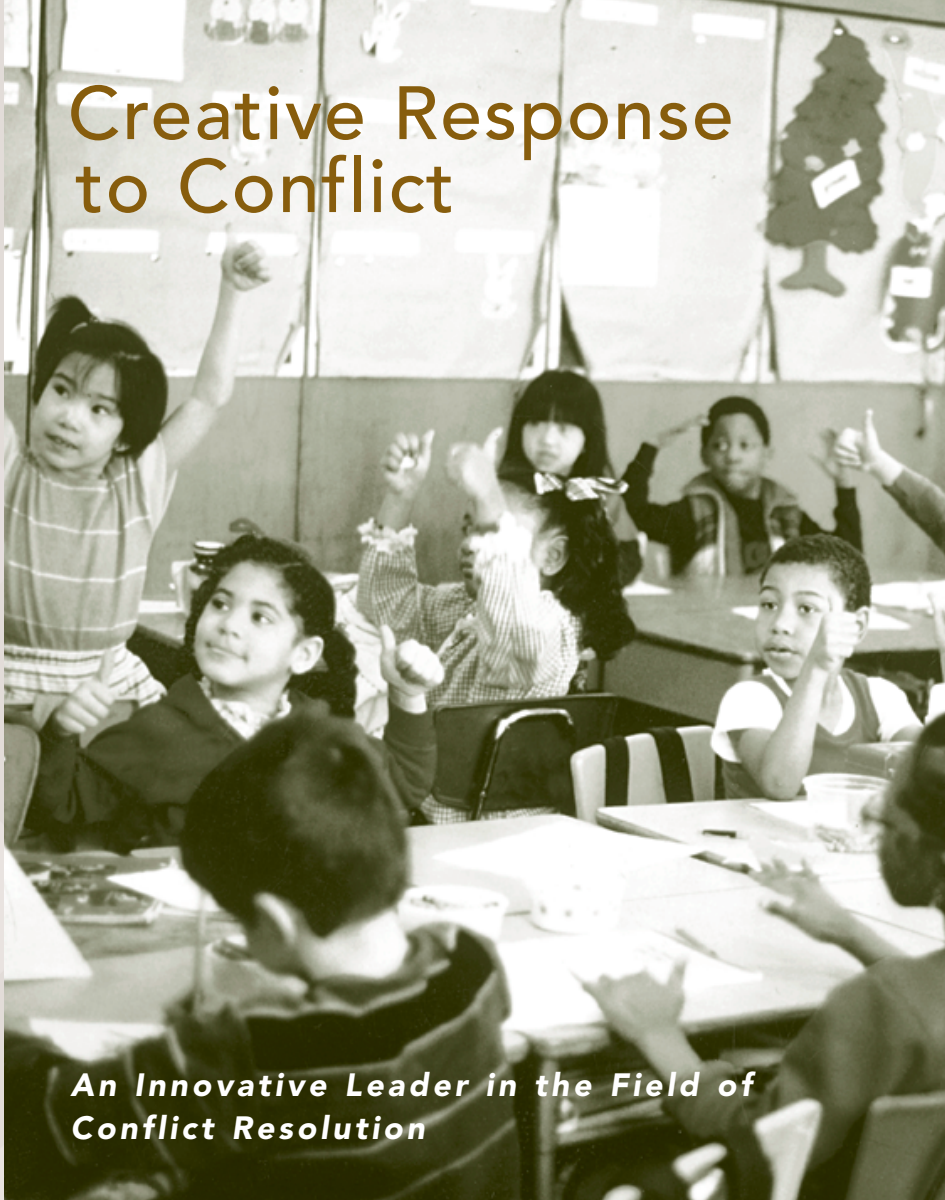





Creative Response to Conflict



*An Innovative Leader in the Field of
Conflict Resolution*



Creative Response to Conflict, Inc. (CRC) empowers children and adults by teaching them the skills needed to find nonviolent and creative solutions to conflict. CRC seeks to reduce violence in our homes, schools and communities by offering conflict resolution workshops in cooperation, communication, affirmation, bias awareness, mediation and creative problem solving.

Founded in 1972, CRC is one of the oldest conflict resolution programs available to schools and communities. The experienced CRC staff provides specially designed programs for people of all ages to practice new ways of examining conflict and developing solutions. Participants learn the skills essential to the peaceful resolution of conflict.

The founding branch of CRC is located in Nyack, New York. CRC has more than thirty network branches and affiliates around the globe. An innovative leader in the field of conflict resolution, CRC conducts thousands of workshops each year.

“Many of us would benefit from the peer mediation skills my child is now empowered to use. I urge you to take a close look at Webster’s program and expand it throughout the district. It provides our children with the skills to become great citizens and leaders of the future.”

*Michael Yellin,
Parent Letter to
New Rochelle School Board
(New Rochelle, New York)*

"Please accept my sincere appreciation for the excellent training your staff and you have provided during the many years of our collaboration. The Conflict Resolution/Peer Mediation Program at P.S. 64 continues to flourish and helps us maintain a most supportive atmosphere for our children due in large part to the support you provide."

Marc Davis, Principal
of The Joseph P.
Addabbo School
P.S. 64
(Queens, New York)

WORKSHOPS

Creative Response to Conflict conducts several types of workshops for people of all ages. From providing a broad basis for conflict resolution to focusing on a particular issue or skill, CRC workshops are tailored to the participants' specific needs.

I. School-based Workshops

Workshops held in schools provide an environment where students and staff can examine conflict and develop solutions in new ways. Activities help participants recognize the alternatives to using destructive behavior in solving problems. Both educators and students will feel part of a safer, more open and more productive school.



Workshops include:

- Staff Development Workshops
- In-Classroom Workshops
- Three-day Peer Mediation Training Workshops (for students)



II. Community-based Workshops

Workshops are conducted for community, after-school and religious organizations that work with children and young adults.

These are arranged in various settings, such as camp retreats, conferences and seminars. Workshops include:

- One to Three-hour Introductory Sessions
- One to Three-day Workshops (including Weekend Workshops)
- Follow-up Workshops (focusing on particular CRC themes)

III. Conflict Resolution for Facilitators

For anyone interested in acquiring the skills and processes to train others in conflict resolution, CRC offers a basic workshop as well as more advanced workshops and internships that provide participants with conflict resolution training skills. Offerings include:

- 30-hour Workshop for Prospective CRC Facilitators
- Planning and Facilitation Techniques
- Advanced Workshops (including Bias Awareness, Creative Problem Solving, Mediation, Media Violence)
- Internships

Conflict resolution education

provides skills to effectively and nonviolently respond to a variety of potential conflicts.

Cooperation activities

encourage participants to work, or act, together toward a positive common goal.

Communication skills

include active listening, observing and speaking skills.

Affirmation

builds on cooperation and communications skills.

The goal is to assist people in feeling more positive about themselves and others.

"I wish to share with you how very positive our experience with the recent CRC training has been at our school. The response from our teachers was an enthusiastic and committed one as expected and the children have responded most favorably to the various activities to which they have been exposed."

Jose Vergara,
Principal of The Arts Village
at 306
(Bronx, New York)

OTHER SERVICES

- **Consultations** are provided by CRC staff to assist schools, community organizations and groups interested in setting up conflict resolution programs for adults, children and youth.
- **Course credits** are available to teachers, undergraduate and graduate students interested in receiving in-service or college credit for work in the field of conflict resolution.
- **Mediation services** are provided to organizations or groups with conflicts by special request.
- **Meeting facilitation** is offered by CRC to any group in need of an objective facilitator in order for the various interests of group members to be successfully presented.
- **Related books, articles and other materials** may be ordered from CRC.



CRC PUBLICATIONS

Sharing Space, the CRC newsletter published three times a year for anyone interested in conflict resolution.

CCRC's Friendly Classroom Mediation Manual: School Mediation from Planning to Practice and

Student Mediation Resource Guide by Judith Johnson and Priscilla Prutzman, includes mediation scripts, articles and training material.

CCRC's Friendly Classrooms and Communities for Young Children by Priscilla Prutzman, Judith Johnson and Susan Fountain, a manual of conflict resolution activities and resources.

The Friendly Classroom for a Small Planet by Priscilla Prutzman, et. al. A handbook on creative approaches to living and problem solving for children.

Bias awareness helps people explore their own culture, and biases. Participants practice methods of effectively responding to bias.

Creative problem solving includes skills and processes that encourage defining the problem and finding creative responses.

Mediation is a problem solving method in which two or more disputants resolve a conflict with the assistance of a mediator.

"The CRC training has provided me with team building techniques that have proven valuable with many age groups in various settings."

*Marlene Fabiny-Dollinger,
Director of 5 County Big
Brothers and Big Sisters
(Columbus, Indiana)*

"I'm so pleased that students no longer line up at my door. They go to mediation now!"

*Senta Stich,
Principal of Daniel
Webster Magnet
Elementary School
(New Rochelle, New York)*

CRC IN ACTION

Brooklyn, New York

Public School 230 in Brooklyn, New York began its CRC school-based program in 1984. PS 230's exemplary conflict resolution program has prompted hundreds of visitors to model their conflict resolution programs after this school.

Located in an ethnically diverse neighborhood where more than 45 languages are spoken, the school has 75 mediators. The success of the program is attributed to the critical mass of teachers who were trained by CRC and who integrated conflict resolution into their classrooms. The program has been maintained through special projects and ongoing teacher training.

Several videos documenting the progress of this school are available through CRC.



Flagstaff, Arizona



The Flagstaff Unified School District in Arizona includes 19 public and a number of private schools (K-12). After attending a CRC workshop at the National Conference on Peacemaking and Conflict Resolution (NCPCR) in May 1999, the Flagstaff superintendent's office invited CRC staff members to present an overview of its conflict resolution program to the school district's administrators, guidance counselors and teachers. As a result of the CRC overview, the Flagstaff District is implementing CRC training in its schools and a branch of CRC has been established in Flagstaff.

"As the person who has occupied the principal's chair for 14 years, I can truly say this program has had a tremendous impact on our children, our staff and on the climate of our school. I have seen a remarkable decline in discipline issues at Westtown-Thornbury. Given that this decline has been aligned with the implementation of CRC, I must give this program full credit for the change."

*Ronald Grimm, Principal of
Westtown-Thornbury School
(Westchester, Pennsylvania)*

“As educators concerned for the health and safety of our youngsters, as well as for their academic achievement, we recognize the importance and benefits of early conflict resolution training as one of the most effective tools to prevent conflict from escalating into violence.”

Deena Hellman, Director of Instructional Services for Nyack Public Schools (Nyack, New York)

INTERNATIONAL

Peace Camp

The Georgian and Abkhazian Peace Camp was organized by CRC in the summer of 1998. A group of 20 youths, ages 10 to 17, and two chaperones from the Caucasian Republics of Georgia and Abkhazia, met together at Camp Epworth, Camp Quinipet and the Tolstoy Foundation in the New York area. The goal was to create an atmosphere where positive interactions and friendships could develop between the two groups. In order to achieve this goal, the Peace Camp program incorporated conflict resolution and team building activities with summer camp activities. By the end of the month-long program, the Georgian and Abkhazian youths were at ease singing, dancing and laughing together.

El Salvador

In 1997, with 5000 teachers already trained in conflict resolution by CRC facilitators, the Department of Education in El Salvador decided to train all teachers in the country in the CRC method.

Photographs courtesy of Harmonie Regina Jones, CRC Program Coordinator



For more information, please contact:

*Creative Response to Conflict, Inc.
Box 271 • 521 North Broadway Nyack, New York 10960 U.S.A.
Telephone: 845.353.1796 Facsimile: 845.358.4924
email: ccrcnyack@aol.com
website: www.crcglobal.org*