

# Trans Sangha Conflict Engagement Process

*Adapted from the Community Dharma Leaders 7 Program Process, written by Kate Johnson and Kimi Mojica*

The following are suggested routes for addressing conflict at Trans Sangha at its early stages when the opportunity for generative engagement and reparative outcomes is the most viable. Whether they occur within the facilitation team, among sangha members, or across roles in the community, we're all invited to hold our individual and collective agency and power with integrity and compassion.

Levels are listed in order of increasing escalation. Attempts should be made to resolve conflicts at the lowest level of escalation possible.

## **Level 1: Personal reflection and individual support**

Let the first movement be one of self-compassion and tending to the hurt you experience in the conflict/moment of tension/hurtful interaction.

Take time to journal, reflect, or connect with a wise friend, and get specific about what parts of you were impacted, and give them what they need – nature, rest, a hug, embodied practice, affinity space, etc.

Ask yourself – does this need to be addressed with another person? If yes... Do you have the capacity to address it?

If yes, go forth. If not, build capacity with the help of your mentor, therapist, coach, or teacher. Then approach the other person or people directly involved when you feel resourced enough to speak from a place of clarity, integrity, and your highest values.

## **Level 2: 1:1 Communication among the people directly involved in the conflict**

Whenever possible, address conflict directly with the person involved. You may

choose to begin by using clean talk, nonviolent communication process, or a framework like Beginning Anew. (See resources below).

### **Level 3: Dialogue between the people in conflict, supported by another Sangha member or a Facilitator**

If a 1:1 conversation was not sufficient to resolve the conflict, you may ask for a loving witness mutually agreed upon by those involved in the conflict. This person may be another Sangha member or a facilitator. Those in conflict would choose a framework to support their conversation from the resources below. The role of the witness is to help bring the discussion back to the supportive framework if it wanders away and to hold everyone involved in compassion and dignity.

### **Level 4: Professional conflict mediation support**

If the conflict was not able to be resolved with the support of a loving witness, folks involved may invite a professional mediator to support resolution and new relationship agreements.

While Trans Sangha does not maintain a budget for professional mediation services, facilitators can recommend mediators who may be able to offer sliding scale services upon request.

### **Level 5: Unresolved Conflicts**

In the case where a conflict cannot be resolved, the facilitators are available to discuss options that would support the unique situation. The folks in conflict may consider mutually agreeing on how to share sangha space (e.g., agreeing on boundaries around in-person interaction, attending on different nights, etc.)

Those who are unwilling to acknowledge impact and engage in accountability or are unable to meet with the facilitation team to discuss their involvement with conflict, alignment with community agreements, and/or other impacts on the sangha may be asked to stop attending sangha meetings until there is resolution. In some cases, people may be asked to leave the sangha long term.

## **Resources + Frameworks to Support in Moving Through Conflict**

- Clean Talk Feedback Process - See below
- [NVC Process](#)
- [Beginning Anew](#)
- [In It Together](#): A Framework for Conflict Transformation In Movement-Building Groups
- [Turning Towards Each Other Conflict Workbook](#)
- [When We Fall Apart](#)
- [Dreaming Accountability by Mia Mingus](#)

# Clean Talk

*A framework for offering feedback by Cliff Barry.*

You can use the Clean Talk framework in several ways:

**A preparation and guidance for a conversation** with another person

**A self reflection tool or journaling exercise:**

To simply get clear for yourself on what has happened, what assumptions you are making about what has happened, how you are feeling as a result, and what you would like to see happen to resolve things.

**A community leadership tool:**

To guide or coach a friend, colleague or mentee who needs to get 'unstuck' before having a challenging or important conversation with another person

<i>Step</i>	<i>Practice</i>	<i>Inquiry</i>
1	<b>Intention</b>	Reflect and share: Why you are bringing this up (motivations, value, relationship)
2	<b>Data</b>	What did you observe? What did you see or hear? What was the context?
3	<b>Impact</b>	How did you feel at the time? How have your feelings shifted since?
4	<b>Meaning</b>	<i>The story I'm telling myself is...</i>
5	<b>Discuss</b>	
6	<b>Make a Request</b>	What are your needs, and how would you like those needs to be met?