

'DOING IT':

Developing and Applying Our Technology of Peace

This section is about the 'tools' we use when we are applying active nonviolence for positive social change – how we actually do it. How we act together sustainably, how to listen, plan, decide, evaluate, and how to move through conflict.

These tools are being created and refined all the time. Different tools are appropriate to different cultures and contexts, although some are transferable and others can be adapted. It is empowering for people to choose, rediscover or invent their own tools and that empowerment process is in itself a tool.

Turning the Tide has collected some effective tools in the Resource Person's Manual. It is worth getting very familiar with some of these tools – feeling really at home with them – because then we can 'drive' a workshop, concentrating on the needs of the group rather than on 'wielding' the tools.

When we're running a workshop we need to demonstrate the tools simply and clearly so that groups can take them away and apply them to their own area of work. Often this means getting people to practise them on 'easy' content during a workshop.

Knowing the basic tool kit enables Turning the Tide Resource People to co-facilitate with one another and to build on work previous Resource People may have done with a group or project. It also helps us to provide a consistent service and to avoid reinventing the wheel!

Resource People then adapt, develop and create tools as required. Successful adaptations and developments, and tools which Resource People may have learned from other fields, are enthusiastically requested to be shared and fed into the Turning the Tide Manual. This is one of the purposes of the evaluation that Resource People do after workshops. Creative ideas and new exercises can often emerge and be tested out in planning, in adapting an agenda to an unexpected situation, or in learning from suggestions from the participants during a workshop.

Our work as Turning the Tide facilitators is a lot about learning to wield the tool of the workshop form skillfully to empower others. It is about using and creating tools through which the resources of the other sections in the curriculum can be made available and inform action.

Key Resources:

The Turning the Tide Resource People's Manual itself

Manual for Action by Martin Jelfs (revised and edited by Sandy Merritt), published by the Action Resources Group in London in 1982; out of print, but the TTT library has a copy. Translation and adaptation of the US American nonviolence training tools of the 60's and 70's; the foundation for a lot that followed in the 80's and 90's, and still very relevant and useful as a reference tool/ gold mine for practical suggestions.

In the Tiger's Mouth: an empowerment guide for social action by Katrina Shields, Millennium, Australia, 1991. A handbook describing inner resources for social change, tools for effectiveness, ways to prevent burnout and practical help.

People, Peace and Power: Conflict Transformation in Action by Diana Francis, Pluto Press, 2002. This book, by an activist trainer, explores issues in conflict transformation and nonviolence from her campaigning and facilitation experience in the UK and overseas. Her descriptions of her own workshops "invite us to be creative and help us to foresee potential problems when organising, facilitating and evaluating our own." (Roberta Bacic in Peace News, June-August 2002)

Additional Resources:

Peace News – every quarterly issue has a helpful section on "TOOLS"

Journeys in Nonviolence Training - 1 sheet handout from INNATE in Northern Ireland

Working with Conflict: Skills and Strategies for Action by Fisher, Simon et al., Zed Books, London, 2001. A useful handbook on conflict analysis and strategy building based on some 10 years of international courses and consultancy work with people at the sharp end of community and regional conflict.

War Resisters League Organizer's Manual, War Resisters League, New York, 1981 – another golden oldie, this is particularly good on organising for specific actions and campaigns.

Speaking our Peace, edited by Sandy Merritt, Quaker Peace & Service, 1988 – a five-volume collection of agendas, exercises and "raps" (short talks about key concepts) from the experience of the Quaker Peace Action Caravan (1980 – 85). Very practical stuff. See especially the volumes on *Exploring Nonviolence and Conflict Resolution*, and *Facilitating Meetings and Workshops*, and *Sharing Skills with Peace Activists*.

Alternatives to Violence Project manuals – basic level and second level courses have separate volumes. The copies in the TTT library date from 1986 and come from the Alternatives to Violence Project at 15 Rutherford Place, New York, NY. AVP starts with personal responses to violence, and social/ political aspects of change are less explicit

(or even lacking altogether) – but these manuals provide a rich repertoire of exercises for exploration and experiment.

Empowerment for Peace Service – A Curriculum for Education and Training in Violence Prevention, Nonviolent Conflict Transformation and Peacebuilding, Christian Council of Sweden, 1996. This was an attempt to put together the learning and practice from conflict resolution and nonviolence training for use in the preparation of nonviolent intervention groups – from human rights monitors to civilian peace service organisations. A useful overview, but more from the perspective of (violent) conflict prevention than radical social change.

The Leader as Martial Artist: an Introduction to Deep Democracy by Arnold Mindell, Harper Collins, 1992. An explanation of group work and leadership rooted in psychology and eastern philosophical understandings. See blurb in the Theory and Strategy section.

Active Non-violence: a way of personal peace by Gerard Vanderhaar, Twenty-third Publications, 1990 – a practical, down-to-earth guide for achieving peace in our personal lives.

Warriors of the Heart by Danaan Parry, Earthstewards Network, 1997. Personal training for activism and conflict resolution with very grounded 'meaty' perspectives, challenging ways of thinking and tools to get movement and create change.

Trouble and Strife (issue on power) by Audre Lorde and others. Fruit of experience, and a very clear analysis from the work of American feminists experimenting with different ways to share power at a deep level and to create empowering structures for diverse people and groups to organise and act together.

Using Video as a Training Tool by Christine Crosbie – article/ offprint

Website:

<http://homepages.ihug.com.au/~masonda/>

Teaching and Learning for Peace: a resource page from peace educator Ann Mason. Has a) a fairly large UNESCO document with a good variety of resources and b) a page on theory/ guidelines – as well as a few stories.