What is conflict de-escalation and bystander training?
These trainings vary in their methods, but all have the aim of empowering individuals, including bystanders, to prevent the escalation of conflict.

More information on how to use this resource is below.

**TRAININGS IN GEORGIA**

**American Friends Service Committee (AFSC)**
AFSC offers nonviolence trainings, including de-escalation, bystander, and non-violent direct action upon request. The training focuses on the range of de-escalation skills from verbal de-escalation to active shooter responses. The trainings utilize role-playing which help the participants get a feel for what problems may arise in a real interaction. AFSC works to challenge injustices, overcome conflict, and build conditions for lasting peace.

📍 Statewide
✉️ Contact tfranzen@afsc.org to learn more

💻 Virtual

**Georgia Anti-Violence Coalition**
The Georgia Anti-Violence Coalition is made up of local, state, and national organizations that share information and resources to anticipate and mitigate potential threats of political violence, defend against hateful legislation and disinformation, and provide training and resources to communities in need of support against doxing, harassment, and threat mitigation.

📍 Statewide
✉️ Contact GAthreatmitigation@splcenter.org to learn more

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*The Bridging Divides Initiative (BDI) is a non-partisan research initiative that tracks and mitigates political violence in the United States. BDI supports efforts to grow and build local community resilience through elections and other periods of heightened risk, laying a foundation for longer-term work to bridge the divides we face as a nation. Learn more at bridgingdivides.princeton.edu.*
The Mediation Center of the Coastal Empire

Experienced mediators, facilitators, and trainers provide trainings and workshops related to active bystander intervention, mediation, and the prevention of identity-based violence. They also offer targeted violence and terrorism prevention trainings and workshops.

Contact Dan Rowe (drowe@mediationsavannah.com) for customized trainings

Mayhaw Safety Collective

The Mayhaw Safety Collective is a group that focuses on taking a nontraditional approach to security. They offer highly tailored modules in de-escalation, risk assessment, home and physical safety assessment, active shooter training, direct action planning, and communication planning. The collective group specifically focuses on providing these types of trainings to rural areas where training is less accessible. Their de-escalation trainings focus both on understanding one’s own body and how to cultivate a space that results in less violence as well as how to de-escalate an agitated person.

Contact mayhaw@riseup.net for customized trainings
South Fulton Community Mediation Center (CMC)

South Fulton CMC is a non-profit corporation that provides quality and affordable mediation, conflict resolution services, and training to the community at large. CMC’s emphasis on community mediation enables them to help design what community resolution can look like in South Fulton. They rely on facilitation to de-escalate, manage, and resolve conflict. They also provide de-escalation workshops, which combine narrative facilitation, reflective structure, and dialogue. CMC are members of the TRUST network, Mediators Beyond Borders International, National Association for Community Mediation, and National Coalition For Dialogue & Deliberation.

Contact [southfultoncmc@gmail.com](mailto:southfultoncmc@gmail.com) for customized trainings

Upcoming trainings
NATIONWIDE OR VIRTUAL TRAININGS & RESOURCES

DC Peace Team (DCPT)
DCPT provides training in nonviolent strategies and tactics including de-escalation and bystander intervention techniques. Additionally, they provide unarmed civilian protection and accompaniment in local communities including at public events including at rallies, protests, and demonstrations.

- Request information about customized trainings
- Virtual offerings
- Upcoming trainings

Training Active Bystanders (TAB)
TAB is an innovative evidence-based program that trains participants on active bystander competencies and leads discussions on response plans in their communities. Their experienced trainers teach ‘Training Active Bystanders’ workshops and trainings for trainers. The experienced Veterans Mediation trainers teach, communications, problem resolution, and mediation.

- Request information about Active Bystander trainings, communication trainings, and Veteran Mediation trainings
- Virtual offerings
- Upcoming bystander intervention trainings
Right To Be
Right To Be is a movement-building social justice organization that focuses on turning care for each other into simple, creative, and effective action. Its mission is to train communities to build a world free of harassment and filled with humanity.

Request information about customized trainings
Upcoming bystander intervention trainings
Upcoming de-escalation trainings
Guide to the 5Ds of bystander intervention

Vision Change Win
Vision Change Win is a Black-led, queer and trans group of social justice professionals who provide consulting and program offerings for groups committed to movements for liberation. They offer a Community Safety Training series, which is a three-part workshop focused on introducing verbal de-escalation, direct action, event safety protocols, and the basics of organizational safety. These fundamentals of community safety are taught from an abolitionist and anti-oppression framework focusing on how we keep ourselves and our communities safe without relying upon the state. Individuals or groups committed to these values are welcome to register for trainings, offered every month on the 2nd, 3rd, and 4th Wednesdays on Zoom; scholarships are available.

Contact info@visionchangewin.com or Vision Change Win for customized trainings

Virtual offerings
**Cybersecurity & Infrastructure Security Agency (CISA)**

A U.S. federal agency that aims to understand, manage, and reduce risk to cyber and physical infrastructure including election infrastructure.

- **Election Security report** — provides information on physical security preparedness at voting locations and election facilities.

- **De-Escalation Series and the Power of Hello resource** — provides information for critical infrastructure staff to identify potentially escalating situations, safely disengage, and report.

- **Personal Security Considerations fact sheet** — outlines basic security measures to mitigate threats to personal safety.

- **Active Shooter Preparedness video** — demonstrates possible actions that individuals can take if confronted with an active shooter scenario.

**Community Relations Service (CRS)**

A component of the Department of Justice, CRS works with community groups to resolve community conflicts or prevent and respond to alleged hate crimes. CRS trains representatives from government, faith organizations, law enforcement, civil rights groups, and other community organizations.

- **Request information about customized trainings**

- **Learn more about CRS' training programs**

*For a full list of nationwide trainings visit, bridgingdivides.princeton.edu/community-resources/de-escalation-resources*
WHO SHOULD USE THIS RESOURCE?

De-escalation and bystander intervention resources are intended to support efforts at the local level to prevent and mitigate potential violence, harassment, and abuse.

Local officials such as city council members, school board members, election officials, and poll workers may want to consider utilizing de-escalation and bystander intervention tools to prepare for potentially contentious public meetings and election administration.

Volunteers and community members, who are planning to attend potentially contentious meetings may use these resources to prepare and strategize and techniques to recognize and de-escalate conflict.

See BDI’s de-escalation guides for local officials and poll workers.

Volunteers and community members, who are planning to attend potentially contentious meetings may use these resources to prepare and strategize and techniques to recognize and de-escalate conflict.

See DC Peace Team’s de-escalation and bystander intervention guide. DC Peace Team is a nonprofit that empowers ordinary civilians to become nonviolent agents of sustainable peace and justice.

If your organization offers trainings like these, please reach out to bdi@princeton.edu to be added to the directory.
WHAT CAN CONFLICT DE-ESCALATION LOOK LIKE?

Anyone (active bystander) can de-escalate tensions or harmful behavior by drawing on the CLARA method. However, before engaging in de-escalation, it is important to assess the situation, including your safety and others. Conflict de-escalation is not a technique that is appropriate for all circumstances.

Calm and Center Yourself: Check in with yourself, appear calm, centered, and self-assured even if you don’t feel it. Avoid pointing, crossing your arms, or other more aggressive postures.

Listen: Let the person vent and be sure to listen explicitly for feelings, needs, or values.

Acknowledge: Begin by acknowledging the feelings, needs, or values you have heard. [Not about agreeing with their position, statement, or behavior.] ex. “I sense your aggravation at this situation. I hear your concern for safety.

Respond: After acknowledgment, if there is a further threat of harassment or violence, offer open-ended or choice questions; address the issue; make a clear request or proposal. ex. “Will you tell me more about your concerns? “I understand you have every right to feel angry but it is not ok to threaten people here.”

Assess: Trust your instincts: If de-escalation is not working, STOP & GET HELP.