The Center for Nonviolence and Peace Studies is an academic institution that promotes mutual understanding, reconciling conflicts, and building peaceful, sustainable, and inclusive communities. The center offers de-escalation trainings by request, which is inspired by the work of Bernard LaFayette and Dr. Martin Luther King, Jr.’s philosophy and strategies of nonviolence. The center also hosts the International Nonviolence Summer Institute in June, an annual nonviolence training and conference.

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 RHODE ISLAND**

**Center for Nonviolence & Peace Studies at University of Rhode Island**

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- Statewide
- Virtual offerings
- Contact thuptendar@uri.edu for customized trainings
Caldera Associates

Mourning Fox has over 25 years of training experience, providing de-escalation workshops to a cross-sector audience including government offices and officials, health departments and hospitals, social service agencies, community action organizations, and law enforcement through his company Caldera Associates. The trainings discuss various techniques for de-escalation including active listening skills, understanding risks of violence, and creating a common language to discuss de-escalation. The trainings include dynamic lectures and role-playing. Fox is the former Deputy Commissioner of the Department of Mental Health and is currently the Director of Mental Health Programs for the Department of Public Safety.

Statewide, upstate New York, and New England

Virtual offerings

Contact calderaassociatesllc@gmail.com for customized trainings
Nonviolence Institute

The Nonviolence Institute's objectives are violence prevention and building a culture of nonviolence in response to violence in Providence. For over two decades, the institute has worked in nonviolence education and offers workshops that can change the way people approach conflict. The Nonviolence Institute works in schools, with nonprofits, and within the community to interrupt violence.

Statewide

Contact
info@nonviolenceinstitute.org
for customized trainings

Virtual offerings

Upcoming trainings

Nonviolent Schools Rhode Island (NSRI)

NSRI is committed to ensuring that all educators have the knowledge and skills to practice, model, and teach nonviolence conflict reconciliation in order to improve the climate and culture in Rhode Island schools and communities. Upon request, NSRI offers de-escalation training, especially for those working in a school setting or focusing on youth. Their trainings focus on Dr. King's philosophy and nonviolent strategies.

Statewide

Contact
nonviolentschools@gmail.com
customized trainings

Virtual offerings

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 public events such as rallies, protests, and demonstrations.

- Email: 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.

- Email: Request information about customized 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 filled with humanity.

- Email: Request information about customized trainings
- Upcoming de-escalation trainings
- Virtual offerings
- 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 to keep ourselves and our communities safe without relying upon the state. Individuals or groups committed to these values are welcomed to register for trainings, offered on the 2nd, 3rd, and 4th Wednesdays of every month on Zoom; Scholarships are available.

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

Virtual offerings

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

Upcoming trainings
NATIONWIDE OR VIRTUAL TRAININGS & RESOURCES

**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.
- **Personal Security Considerations fact sheet** — outlines basic security measures to mitigate threats to personal safety.
- **De-Escalation Series and the Power of Hello resource** — provides information for critical infrastructure staff to identify potentially escalating situations, safely disengage, and report.
- **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 to 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](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, as well as to develop techniques to recognize and de-escalate conflict.

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

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.
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.