

DE-ESCALATION & ACTIVE BYSTANDER TRAINING DIRECTORY: COLORADO



Bridging
Divides
Initiative

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 COLORADO



Aspen Solutions Inc.

Trainings offered by Aspen Solutions Inc. are focused on providing effective, practical tools and skills for everyone to resolve conflict. Aspen Solutions Inc. works with business owners, employees, family members, and conflict resolution professions. The trainings focus on embracing conflict, acknowledging that life improves when people gain skills and learn to deal with conflict in a healthy and productive way.



Statewide



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training@aspensolutionsincorporated.com



Virtual offerings



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TRAININGS IN COLORADO

**Spring Up**

Spring Up is a worker-owned cooperative of 12 restorative justice mediators, transformative justice practitioners, social workers, therapists, parents, and trainers that focus on helping groups who don't have access to these training and help teach them to see conflict as a catalyst for growth and innovation. They offer consulting, public retreats, online classes and group, or 1:1 coaching. As part of their harm response protocol they have the option of offering de-escalation training along with other techniques to help keep communities accountable. Spring Up supports building strategies that center non-punitive and transformative justice when responding to harm. Additionally, they offer some of their content in Spanish.



CA, CO, FL, MA, MN, NY

Contact mara@timetospringup.org
for customized training information

Virtual offerings

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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.



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Virtual offerings

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](#)



[Upcoming bystander
intervention trainings](#)



Virtual offerings

NATIONWIDE OR VIRTUAL TRAININGS & RESOURCES

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.



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[Upcoming bystander
intervention trainings](#)



[Upcoming de-escalation trainings](#)



[Guide to the 5Ds of
bystander intervention](#)



Virtual offerings

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 welcomed to register for trainings, offered every month on the 2nd, 3rd, and 4th Wednesdays on Zoom; scholarships are available.



Contact info@visionchangewin.org
or [Vision Change Win](#)
for customized trainings



[Upcoming trainings](#)



Virtual offerings

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 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.



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.

C **alm 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.

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

A **cknowledge:** 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."

R **espond:** 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."

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