

DE-ESCALATION & ACTIVE BYSTANDER TRAINING DIRECTORY: MICHIGAN



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 MICHIGAN



The Detroit Safety Team (DST)

DST assists Detroit communities in building new safety infrastructure that shifts away from police reliance. DST provides training to community members through their "City-Wide Safety Team" program. Safety team members are trained in Kingian nonviolence, trauma resilience and neuroscience, restorative practices, de-escalation, mediation, and "pod" mapping. DST also provides training and safety support upon request from organizations, groups, or community members.



Detroit



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Virtual offerings



[City-Wide Safety Team](#)

TRAININGS IN MICHIGAN



Meta Peace Team (MPT)

MPT puts the tools of violence de-escalation into the hands of ordinary people, creating a safer and more just world. They educate the public on the efficacy of nonviolence, provide training in both violence de-escalation skills and bystander intervention, and recruit/train peace teams domestically (i.e., locally and within the United States) and internationally. They also coordinate with other peace and justice groups and organizations. MPT's vision is of a just world grounded in nonviolence and respect for the sacred interconnectedness of all life.



Lansing & Detroit & nation-wide virtual trainings



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Virtual offerings



[Upcoming trainings](#)

Interfaith Council for Peace and Justice (ICPJ)

ICPJ attempts to address the root causes of violence in relation to oppression, poverty, environmental devastation, patriarchy, and war. They center racial and economic justice by practicing nonviolence in all its forms, including: education, community organizing, advocacy, and direct action. ICPJ hosts workshops to unpack violence and to support communities by building cultures of belonging, compassion, radical love, and healing. They focus on workshops that aim to disrupt injustice, prevent harm, and target racism. ICPJ also teaches compassionate listening, the CLARA method, and conflict resolution for co-liberation.



Washtenaw County and statewide by request



Contact Info@ICPJ.org for customized trainings



Virtual offerings



[Upcoming trainings](#)

TRAININGS IN MICHIGAN



Michigan Community Mediation Association (MCMA)

MCMA’s Board of Directors is comprised of executive directors from Michigan’s 16 Community Dispute Resolution Program mediation centers. These centers offer mediation and restorative practice services to the community at a low cost. The collaborative approach to resolving conflict assists thousands of Michigan residents every year. The centers are a great alternative to the judicial system, as mediation can resolve a conflict within 30 days, whereas the judicial system could take years to reach a resolution. If you are looking for a de-escalation or bystander training in Michigan, they will be able to direct you to the appropriate center.



Statewide



Contact

cmartin@michiganmediates.org for customized trainings



Virtual offerings

Oakland Mediation Center

Oakland Mediation Center offers verbal de-escalation training along with mediation and conflict management trainings. The center’s de-escalation trainings focus on communication, managing emotions, and conflict styles. They have worked with police departments, schools, and mental health professionals. They are a volunteer-based organization. The center also offers low-cost legal advice and free statewide behavioral health mediation services and wide variety of mediation services in Oakland County Michigan.



Oakland County and
Statewide



Contact Charity Burke

cburke@mediation-omc.org for customized trainings



Virtual offerings

TRAININGS IN MICHIGAN



Southeastern Dispute Resolution Services (SEDRS)

With a focus on positive communication techniques, Southeastern Dispute Resolution Services (SEDRS) serves the counties of Jackson, Hillsdale, Lenawee, Monroe, and Calhoun. SEDRS provides training in mediation, conflict coaching, anti-bullying, restorative justice, and de-escalation. SEDRS also has trainers certified in General Civil Mediation, Peer to Peer mediation, Elder Care mediation, Restorative Conferencing, Peace Circles, and Non-Verbal Communication.



Jackson, MI &
surrounding areas



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about 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 as well as public events such as rallies, protests, and demonstrations.



[Request information about customized trainings](#)



[Upcoming trainings](#)



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.



[Request information
about customized trainings](#)



[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 2nd, 3rd, and 4th Wednesday of the month on Zoom; scholarships are available.



Contact info@visionchangewin.com
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 dis-engage, 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 local 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](#)

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, strategize, and apply 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?" or "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.