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 MINNESOTA

### Center for Multicultural Mediation (CMM)
The Center for Multicultural Mediation (CMM) serves the Twin Cities by providing pathways to conflict resolution for Somali and East African community members and those who interact with them. CMM also provides training and education upon request in mediation, gun violence prevention, and de-escalation. In 2020, CMM worked with the City of Minneapolis to provide de-escalation trainings in the aftermath of the killing of George Floyd.

- **Minneapolis, Saint Paul, & surrounding areas**
- **Virtual offerings**
- **Contact Abdi Ali** ([contact@cmmediation.org](mailto:contact@cmmediation.org)) or CMM for customized trainings
- **Upcoming trainings**
**C3 De-Escalation**

C3 De-escalation is an innovative, easily-learned technique designed for civic leaders, school staff, and mental health professionals. Developed by author Andra Medea, C3 is based on research from Dr. Amy Arnsten at Yale University. With over 6,000 people trained, C3 De-escalation is practical and user-friendly. C3 trainings are either three or six hours long, available virtually or in-person. You will learn real-world de-escalation skills you will use the next day.

- **Statewide**
- **Virtual offerings**

**Contact or** info@c3d.co **for virtual trainings**

**Community Peacemaker Teams (CPT)**

Community Peacemaker Teams (CPT) offers de-escalation and nonviolent protest training. They infuse the core belief of uprooting oppression in all their trainings. These trainings use role-playing scenarios to help participants know how to center and use their voice, among other techniques to respond to tensions and physical violence. CPT has worked for 35+ years across the globe and brings their expertise from various countries to the US.

- **Statewide and nationally**
- **Virtual offerings**

**Contact Julie Brown (outreach@cpt.org) for customized trainings**
Community Mediation Minnesota

Community Mediation Minnesota (CMM) represents seven state-certified Community Dispute Resolution Programs (CDRP). CMM also offers its own trainings in mediation, restorative practices, and conflict management. Conflict management trainings explore conflict resolution skills as well as tools for conflict intervention and communication. CMM works with disputes involving neighbors, families, businesses, consumers, landlords, tenants and is increasingly working with political community tensions. They have a violence interrupter programs across the state, where the center is able to disrupt the pattern of violence and create better patterns/systems to prevent future disorder within communities.

Statewide
Virtual offerings

Contact or info@CommunityMediationMN.org for virtual trainings
**Dispute Resolution Center (DRC)**
The Dispute Resolution Center is dedicated to restoring communities by promoting constructive resolutions through open communication and shared decision making. They provide mediation trainings that focus on civil and family disputes. The center also can customize trainings based on the necessity of the client. They have a special focus on conflict resolution, mediation, circle keeping, restorative justice, youth development, and housing issues.

- **Minneapolis, Saint Paul, & surrounding areas**
- **Virtual offerings**
- **Contact for Roslyn Harmon**
  (roslyn@drc-mn.org) or DRC for customized trainings
- **Upcoming trainings**

**Nonviolent Peaceforce (NP)**
Nonviolent Peaceforce is a global non-profit organization that protects civilians in violent conflicts through unarmed strategies. In the United States, NP works in Minneapolis and New York City.

- **Minneapolis & surrounding areas**
- **Contact**
  info@nonviolentpeaceforce.org for customized trainings
The Boundless Love Project
The Boundless Love Project offers resources and trainings for de-escalation, event marshals, nonviolent direct action, among other workshops focused on mindfulness. The de-escalation trainings and resources use the CLARA method as well as aspects of mindfulness, and nonviolent communication. The Boundless Love Project can also assist in strategy for direct action and utilizes marshals to organize people and keep them safe.

Minneapolis, Saint Paul, & surrounding areas

Virtual offerings

Contact boundlessloveproject@gmail.com for customized trainings. Currently limited capacity

Recorded Marshal Trainings; De-escalation resources; Upcoming trainings

The Minnesota Peacebuilding Leadership Institute
The Minnesota Peacebuilding Leadership Institute fills Minnesota’s gap in trauma awareness, restorative justice practices, and racial healing education by providing training, programming, and partnerships including de-escalation trainings upon request. The Institute supports individuals, communities, and organizations to explore the root causes of harmful behavior and address it through restorative and transformative justice principles and practices, which are infused into every training they conduct.

Statewide

Virtual offerings

Contact info@mnpeace.org

Upcoming trainings
Mediation and Restorative Services (MARS)
Mediation and Restorative Services (MARS) provides accessible, affordable mediation and restorative trainings to education individuals about conflict resolution and how to de-escalate tensions between participants. MARS also provides mediation and restorative services to help participants resolve their own conflict, repair harm and engender safe, healing communities.

- **Statewide**
- **Virtual offerings**

Contact info@mediationservice.org or here

Sequeerity
Sequeerity offers de-escalation and situational awareness classes, which are fine-tuned for the specific needs of their clients. As part of their de-escalation trainings they help people understand themselves to then be able to de-escalate others. They center their work around marginalized individuals, but will work with any organization that aligns with their values of compassion and empathy. They also offer marshal training, firearm safety workshops, and security consultations and preparations.

- **Statewide and national**
- **Virtual offerings**

Contact info@sequeerity.net

Training information
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
- 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
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 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 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](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.

If your organization offers trainings like these, please reach out to bdi@princeton.edu to be added to the directory.

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.
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.