



## Contract (Instructor) Role Description 2024

The Conflict Center is a leader in violence prevention in our community through education, skill building, and dialogue. We provide workshops and classes to youth, adults, and organizations that allow room for people to explore the roles that conflict and anger play in their daily lives and relationships. Instructors play a critical role in creating an environment for our participants that is conducive to learning and growth.

The Conflict Center is seeking independent contract instructors to add to our pool of highly qualified instructors! We are seeking individuals who share our values of inclusiveness, relationship building, peaceful conflict and anger management. At The Conflict Center, we are committed to diversity in our workplace and are seeking contract instructors who reflect the diverse populations we serve. Our ideal candidate is someone who is comfortable working with both adults and youth in a variety of settings, has daytime availability/flexible schedule, and who is interested in having a long-term working relationship with TCC.

Contract instructors complete a yearly consultant agreement with The Conflict Center and accept assignments on an as needed basis as they become available. To stay active in our contract pool, we ask that you take on at least two classes or workshops a year. Workshops can range from a one time, one hour assignment to a recurring series that lasts for many weeks and includes everything in between. Workshop assignment and length depend on the needs of our partners, which include schools, nonprofits, larger organizations, interest groups, government agencies, and beyond.

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We invite you to become part of a growing and diverse organization committed to promoting healthy and peaceful ways of handling anger and conflict and strengthening relationships. Join us in our mission to promote peace and nonviolence by teaching and applying skills to manage conflicts peacefully.

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Qualifications/Standards of Training:

We provide a training process that allows the contract instructor to become familiar with The Conflict Center's philosophy and approach to conflict management. In addition to the concepts taught in the training, qualifications for contract instructors include:

- Strong facilitation techniques
- Ability to reframe and turn problems into possibilities
- Adaptability and flexibility
- Demonstration of effective communication skills through active listening and assertive communication
- A working knowledge of the conflict management/ conflict transformation approaches, as well as your own approach to anger/conflict and/or working knowledge of restorative practices
- Ability to create a learning space for diverse clientele
- Commitment to inclusion and equity in all aspects of their instruction/facilitation practice
- Experience working with a wide variety of clients
- Intermediate to advanced understanding of implicit bias, cultural responsiveness, and incorporating lived experiences into the content

### **Adult Skill Building Instructor**

As part of the skill-building program, we offer two main programs. We are seeking instructors to facilitate the following:

- Addressing Conflict and Anger Effectively is a series of 12 hours of curriculum that can be spread out over several week days or taught in longer sections on the weekends. These classes provide tools for managing emotions and controlling anger, effectively communicating feelings and needs, and improving relationships with friends and family. Participants can be referred through a court requirement, or self-referred which creates an interesting and diverse class dynamic. These classes are often in the evenings and on Saturdays.

-Workshops for organizations that can range in length from 2 hours to a full day, and can be virtual or in person. Organizations in the past have been libraries, nonprofits, small businesses, etc. We are looking for day time availability for this as often times organizations will do this as part of a team building program during the work day.

### **Restorative Practices**

We provide workshops which support participants in reflecting on their responses to conflict when it occurs, and teach skills that support shifting from punitive responses to restorative responses to conflict that incorporate accountability, compassion, empathy, and harm repair. Our courses are usually held in the morning through mid-afternoon, Monday through Friday,

with school staff or various organizations. Each time commitment ranges from 1 hour to 8 hours for day-of facilitation and 1 hour of preparation.

We are seeking independent contract instructors to add to our pool of highly qualified instructors for courses and workshops on conflict management, problem solving, effective communication, and other related topics.

### **Building Healthy Relationships: A Social Norming Model**

Building Healthy Relationships is an in-school program that works with high-school students to facilitate meaningful conversations about healthy relationships. After learning about healthy/unhealthy relationship behaviors, boundaries, consent, digital dating abuse, bystander intervention, and other related topics, youth create a messaging campaign to educate their peers about these topics and create a culture of healthy relationships in their school. This program takes place during the school day, and involves 10 hours of instruction.

### **Rethinking Conflict**

Rethinking Conflict is a social-emotional learning curriculum designed to provide youth with the tools needed to transform conflict in their lives to become a positive force of growth and building strong relationships. The Rethinking Conflict curriculum involves 12 hours of instruction and covers the topics of connections, communication, choices, conflict, anger, respect, negotiation, and affirmation. The curriculum can be customized to fit the needs of partner schools and organizations. While programming often occurs during the school day, Rethinking Conflict is sometimes available in the evenings or on weekends.

### **Restorative Parenting**

Facilitators for Restorative Parenting will take many of the same principals that are taught in our conflict management classes and apply them through the lens of building and maintaining a healthy/respectful family unit. Classes will be taught to parents and guardians of children of all ages, and may be taught in a one day format or a recurring series format. The goal for this class is for parents to learn more about their own parenting style, encourage open and honest communication with children and youth, options available to them to navigate conflict when it occurs, and ways to set healthy boundaries with age appropriate consequences. We partner with schools and with other organizations to give this class both at TCC, in a virtual format and at offsite community based locations.

What instructors are saying:

### Miyoko Taylor

“Teaching these classes have challenged me to hone in on what it is I truly am feeling, instead of just saying, ‘I’m angry,’” she said. “Anger is like a tree: There’s always a root, and oftentimes anger is so automatic that you need to step back and consider the root. Our classes have taught me to take personal responsibility for my own feelings.”

### Colin Johnson

“One of the things that’s really powerful about these classes is that as you are often going into some really challenging and difficult topics – and maybe anger and frustration or defensiveness has become a piece of who people see themselves as or have adapted to get by – and you’ll see things start to break through. It is a testament to how important conversations and work like this is. We give people a chance to be seen and to deal with trauma that they might otherwise push down.”

### Rebecca Murdock

(If you want)

### Application Process:

- Fill out online application, including resume and (optional) cover letter
- Schedule interview with Program Managers
- Attend Train the Trainer on Saturday, July 13th
- Sign up for specific training that you’re interest in- two at a maximum:

July 15

July 16

July 17

July 18

July 19