



Leaning into Conflict

Public Training Series
2025



BeTheChange™

BeTheChange



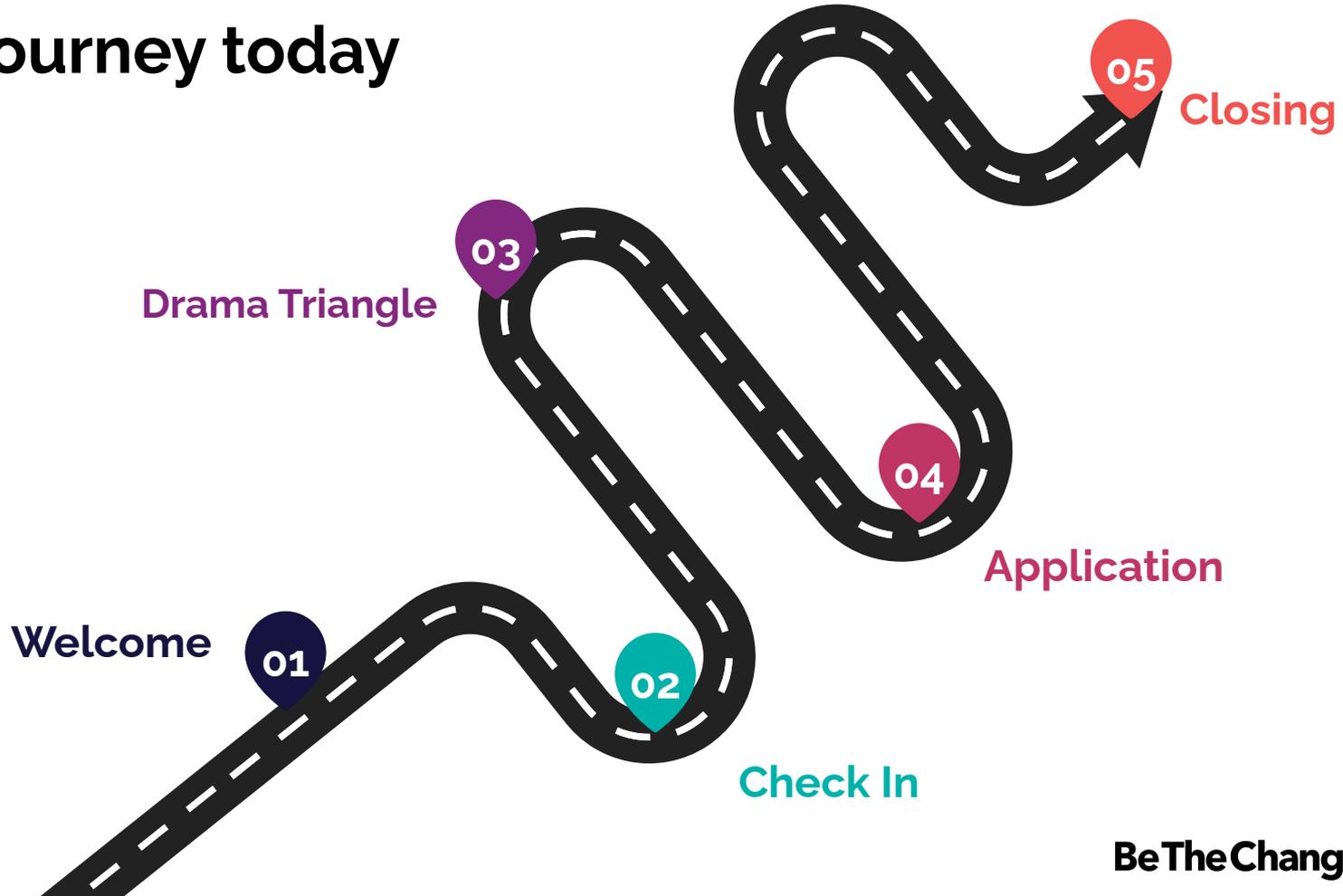
Session Description

Most institutions are steeped in dominant culture practices, and therefore experience on-going interpersonal tensions caused by differences in identity, workstyles, or limits of the current institutional structure. As your organization embarks on the work towards greater structural change, this session can be used in parallel to help teams name conflict, build empathy across difference, and develop restorative communication skills.

Together, in this session, we will...

- Reflect on how our upbringing informs how we respond to CONFLICT in the workplace
- Discover how VICTIM-MINDSET might show up in conflict
- Learn how to navigate conflict across positional POWER DIFFERENCES
- Practice SELF-COACHING techniques to name unmet needs, design requests, and resolve tension

Our journey today

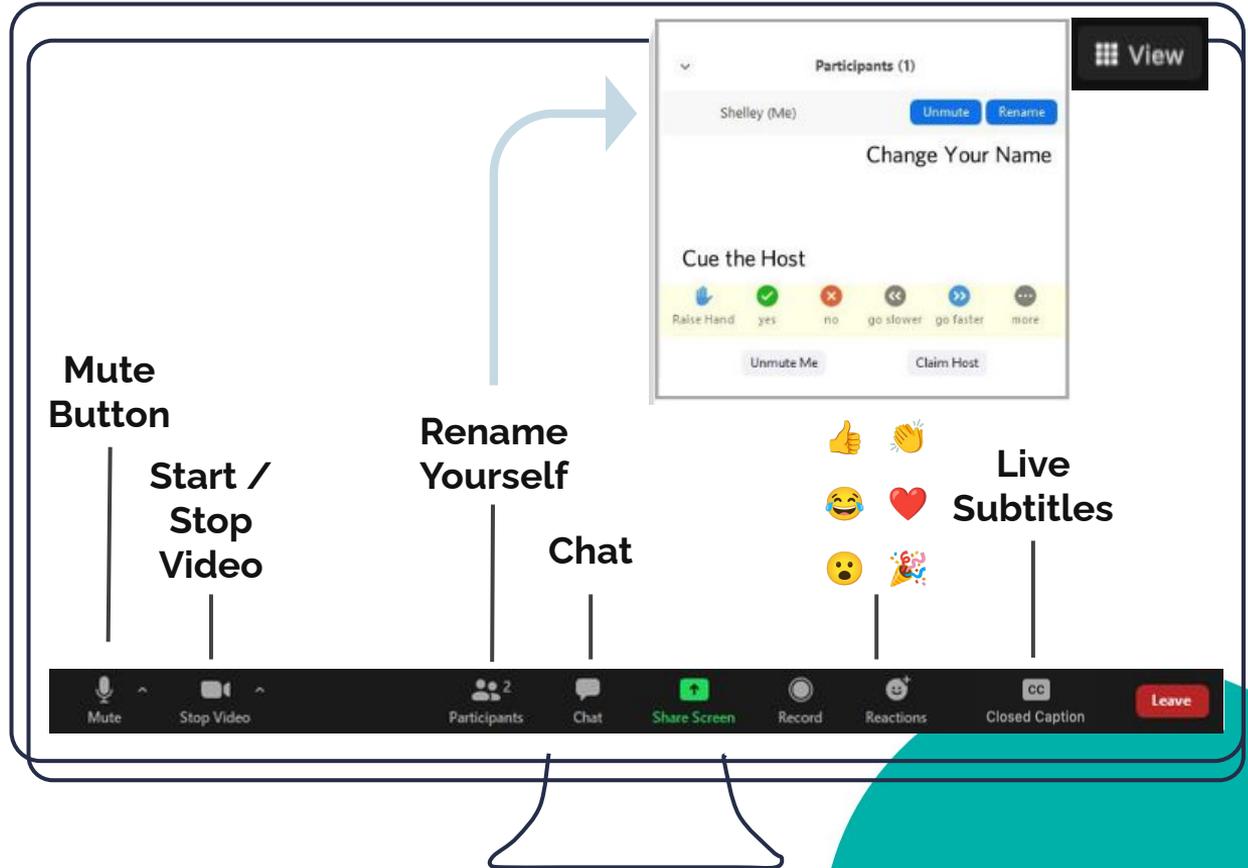


Switch between Gallery and Speaker View

Zoom Features: Computers & Laptops



We value connection, so if possible please turn on video.



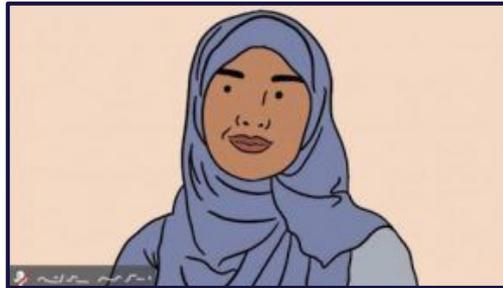
Race Forward Renaming



**Black/
African-American**



White



Write In Your Own (i.e. Asian, POC)



Cultivating Our Virtual Space With...



Accessibility



Interdependence



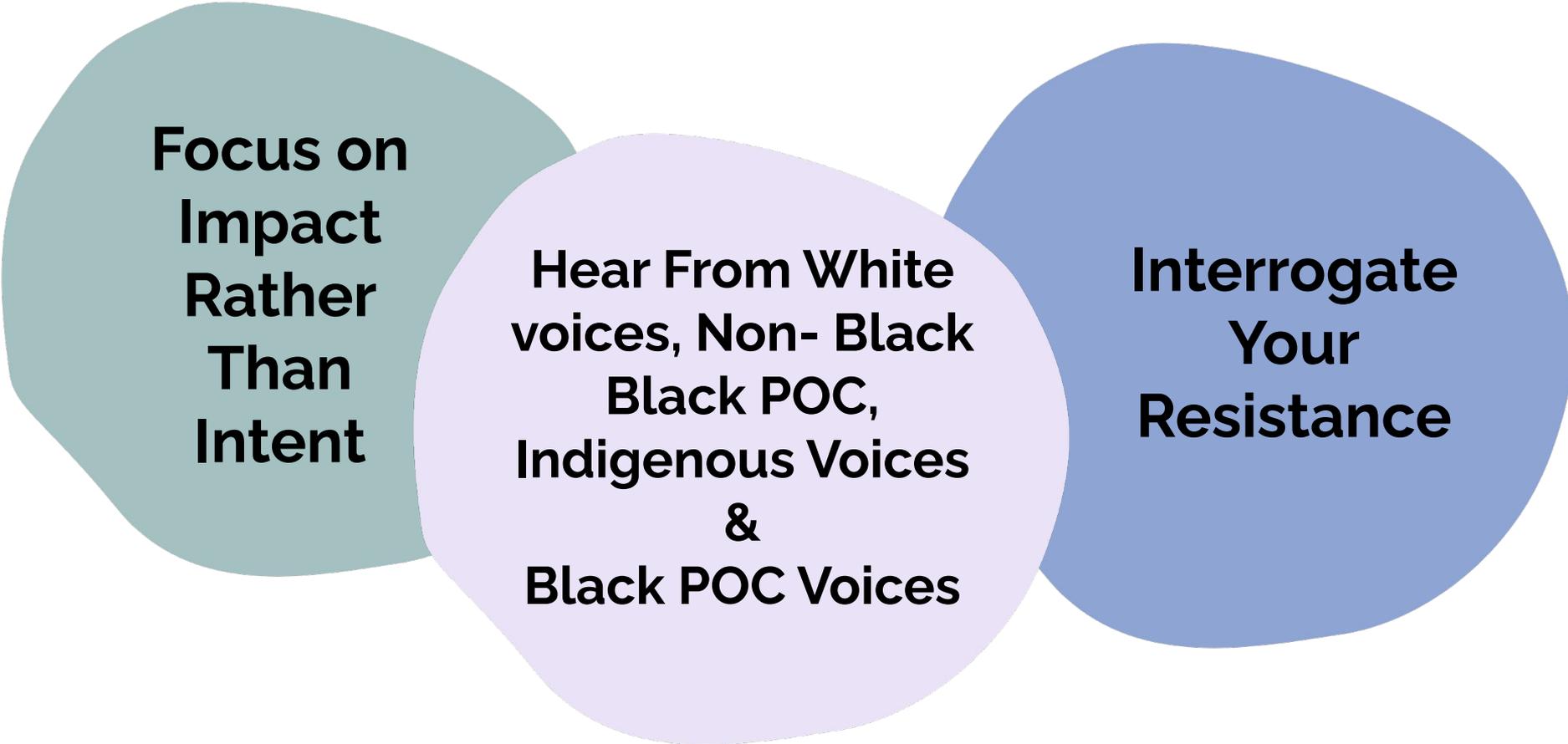
Abundance

In your home growing up, how was conflict handled?

**How does this influence how you handle
conflict at work?
What role does race play?**

Each person will share about 2 minutes





**Focus on
Impact
Rather
Than
Intent**

**Hear From White
voices, Non- Black
Black POC,
Indigenous Voices
&
Black POC Voices**

**Interrogate
Your
Resistance**

Be The Change™

What did you learn about conflict growing up? What role does racial identity play in what you learned?

Experienced both extremes: Conflict handled behind closed doors, making conflict feel unsafe in a workspace

Tends towards avoidance because it feels safer.

Trust building with colleagues to create more comfort with conflict.

Asking for help was not encouraged at home.

Lack of modeling for healthy conflict resolution.

Should happen privately. Handle it alone.

Conflict is easier to navigate when considering the relationship to people we like vs. dislike.

Feeling unsure of how conflict might change the relationship

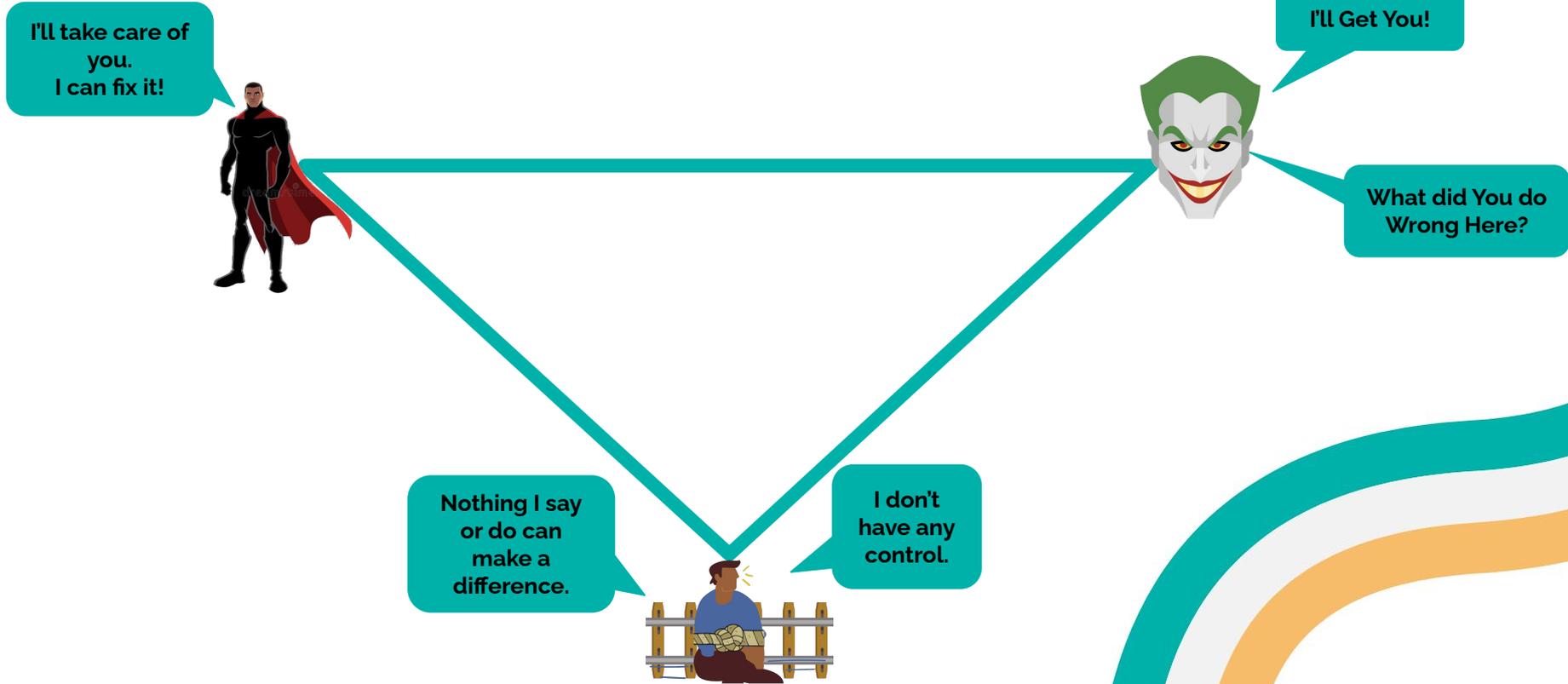
What did you learn about conflict growing up?
What role do your racial identity play in what you learned?

Power dynamics determine one's ability to take up space and confront conflict.

A part of assimilation is to participate in conflict avoidance.

"I see conflict as potentially bridge burning and probably attributes to why I'm avoidant if I like the person"

The Drama Triangle





The Drama Triangle



What role does the Hero play?

- Leslie - Taking the fall, offering to pay for it, trying to make the problem go away. Dominant voice



What role does the Villain play?

- Ron - Instigating, Lying,
- Ben - Accusing others
- Accusers were male identified



What role does the Victim play?

- Other staff members
- Aubrey's character was just trying to do her nails. Donna and Ben - Donna was accused because she was quiet.



Perfectionism

How things look and appear are very important. Mistakes are not welcome, expected or celebrated. Things are meant to be well received and well executed the first time around. Pointing out mistakes is one way to maintain one's power.



Fear of Open Conflict

It is easier to dismiss people who are not like us instead of working to resolve tensions in relationships, differences in workstyles, or needs.



BeTheChange

Power Hoarding

The power to make or influence decisions is consolidated to a few.



What Role Do These Concepts Play in a Conflict?

Perfectionism

- Micromanaging

Power Hoarding

- Information is not being shared in the all staff that could support the process of decision making at work.

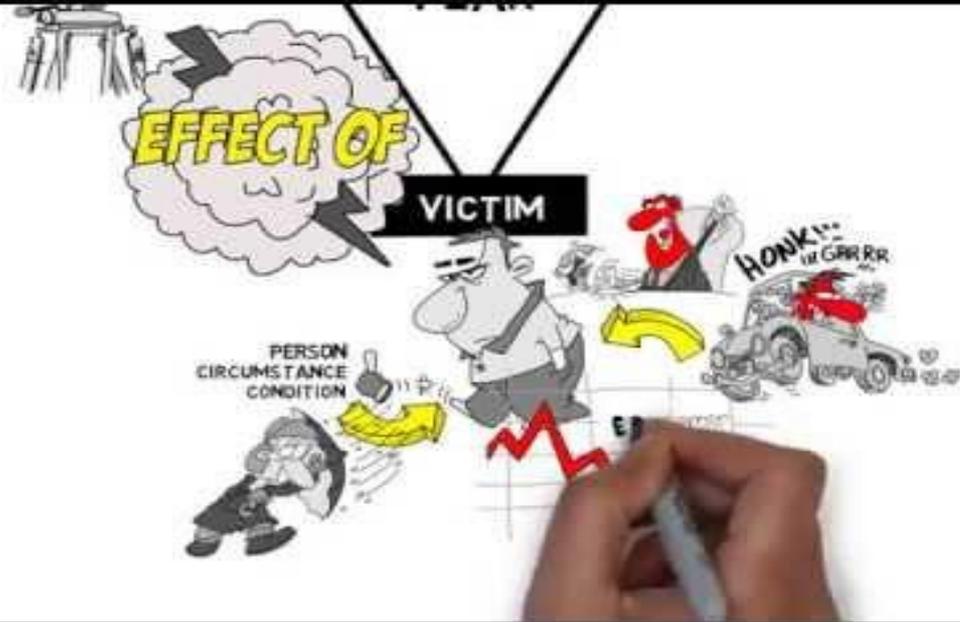
Fear of Open Conflict

- Being the dominant voice offering critiques has been misinterpreted as being negative

Take
care of
your
needs!



Understanding the Drama Triangle



How Could These Characters Switch Roles?



From Hero to Coach

We are all self empowered here!



From Villain to Challenger

What do I really want to happen here?

What would I do if I was willing to let go of being right?

From Victim to Creator

What am I not facing?



What does a win-win for all look like?



Let's Try an Exercise!

Use the handout to:

- Name a Conflict You Have Experienced Recently.
- Unpack how Dominant Culture Impacts this Conflict.
- Unpack how the Drama Triangle Shows up - for You and Others.
- Develop an Antiracist Pivot by calling in Presence.

Small Group Discussion

Insert text

Insert text

Insert text

Insert text

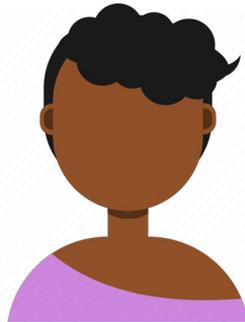
Insert text

Insert text

Reflection

What did you learn about yourself?

What will you do next, as a result of this session?



Thank you for coming today!

Look out for our [follow up email](#) with the session materials.

2025 Public Training Offerings

[Register Your Spot Now!](#)

[Fundamentals of Liberatory Leadership](#)

April 17

9:30 AM -
12:00 PM

[Facilitation as a Practice for Equity, Inclusion, and Power-Sharing](#)

April 29

1:00 PM -
3:30 PM

[Developing a Culture of Belonging](#)

May 15

1:00 PM -
3:30 PM

